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Local Government Service

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LOCAL PUBLIC SERVICE

Professor H. LASKI on the Lessons of the Past Century

the events. What were the implications of the epoch they had surveyed?

Dealing with the gains of the period, Professor Laski observed that one of the most outstanding was the development in local life of the municipal civil service. The standards might be equalled, but they were not surpassed elsewhere in the world. There was an insistence upon the application of high standards and England owed more to her Civil Service, national and local, than it would be possible to measure. That development was the most significant in the whole period. Then they had the work done by unpaid and unrecognised officials, for there was a very large number of men and women who had been prepared to give devoted and voluntary service to local government; and such service eliminated the danger of despotism and bureaucracy. Professor Laski mentioned the immense achievement of such men as the late Mr. Joseph Chamberlain. For the most part, he added, the contribution that each could make was sufficiently minute to make it anonymous rather than personal. In the years since the war working men and women had surrendered a great deal of their leisure to work of this character.

Mitigating the Inequalities

The development of great public services at a high level of efficiency had greatly mitigated the otherwise grave inequalities of the social system in which they lived. There was an improvement in the level of education and public health. Doors had been opened to men and women by the public library system and progress of that nature had the effect of softening the contrast between class and class. It was very important to note that they had developed a balance between local initiative on the one hand and central control on the other.

What they had done was superior to anything which had been developed in any country with which he was acquainted. If the situation here was compared with that in the United States or France it would be seen that they in England had attained the happy mean; they had gone to the very root of healthy local government. But there were still dis-harmonies, the mitigation of which was of the utmost importance. In general, the central office at Whitehall was too unacquainted with the local conditions, while in local offices there was too little realisation of the wider experience beyond that which was available to them.

Among the gains was the device of the grant-in-aid, which was a capital discovery in the technique of representative government. It invited the locality to be generous and experimental, whilst it forced the central government to be liberal, to be urgent. He thought that a block grant would deprive administrative technique of experimentalism and elasticity.

The reason for decay of corruption in municipal life, which was a characteristic of its earlier history, was to be found in the *esprit de corps* among officials which acted as a safeguard against corruption. In this country the

organisation of officials was strong and they had established standards of competence. After a reference to the good work done by the Institute of Municipal Treasurers, Professor Laski deplored the fact that too little was known in the country of the activities of the National Association of Local Government Officers. What it had done for the rank and file was one of the most remarkable achievements in local governmental service in Great Britain. The standards it laid down were a protection and added creatively to the qualities of administration in a vital field of national life.

Continuing, Professor Laski said they then had the gain of the replacement of the *ad hoc* principle by the principle of magincompetence. When after 1835 new burdens were placed on local government authorities there developed an improvement in the administration. He mentioned the notable improvement in the quality of the administration of the Poor-Law since its transference to the councils, where it interlocked with the health, education and other services.

On the other hand, there were numerous weaknesses which were profound and far-reaching. Nothing effective had been done during the last thirty years to deal with the chaos of areas which still afflicted the whole governmental system in Great Britain. Englishmen inquired when they desired to postpone. If the question was tackled they would be opposed by the vested interests. There were the problems of transport, education, electricity and housing. Areas of government were no longer related to the purposes they once fulfilled. He also deplored the lack of profound interest among the electorate. Only 30 per cent. voted in the towns and 8 per cent. in the counties. In some places they had to scour the high-roads and by-roads to get candidates, and there were some counties where there had not even been a contest for a considerable time.

The Cause of Apathy

The problem of why this lack of interest prevailed was a difficult one to answer. Local government was less dramatic than national government. The question of a small reduction in the rates, of street cleaning or of dust collection twice a week instead of once, possessed little interest and roused no enthusiasm. The absence of interest was due to the absence of adequate powers enabling the local authorities to be progressive and experimental. Manchester, for example, should be able to have a municipal theatre without having to go to Westminster to obtain powers to get one.

Professor Laski then went on to refer to the costliness of local initiative if the Courts or Parliament had to be resorted to. The cost of judicial procedure where experimentalism was involved was high. A ratepayer could hold up local affairs by obtaining a writ of mandamus and the cost, if it went to the House of Lords, might be very heavy. This costliness had deleterious effects. Wherever power was conferred by a special Act upon one authority

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PROFESSOR H. LASKI

A FITTING conclusion to the series of lectures arranged by the London School of Economics to celebrate the Municipal Centenary was provided by Professor Harold Laski when he interested a very large and enthusiastic audience in a masterly survey of the development of the local public service during the past century. He dwelt on the strength and the weakness of the system in operation at the present time. This country, he maintained, had, however, developed a balance between local initiative and central control which, though it suffered still from serious defects, was superior to anything developed elsewhere.

He deplored the lack of interest shown by the electorate in local government, referred to the advantages and disadvantages of the party system, and emphasised the deleterious effect of the costliness of local initiative when the Courts or Parliament had to be resorted to. In the course of his lecture Professor Laski paid high tribute to the growth and influence of the National Association of Local Government Officers, which was one "of the most remarkable achievements in local governmental service in Great Britain." The public knew too little of its activities which had added creatively to the standard of the appointments in local government service and to the qualities of administration in a vital field of national life.

Gains and Losses

In opening his lecture Professor Laski observed that centenary celebration was in the fashion and he thought that men and institutions would gain by the commemoration. The considerable progress made during the century in regard to public health, housing, education and social amenities had been discussed by previous lecturers. Every lecturer had emphasised the higher standard of living and shown how, in the past, the average man had been shut out from culture and the beauties of nature. In a review of the century his task, however, was to cast the balance of loss and gain; his predecessors had analysed and narrated

GROWTH OF MUNICIPAL DEMOCRACY

LORD SNELL ON DEVELOPMENT OF LOCAL COUNCILS' POWERS

THE legacy of the Municipal Corporations Act of 1835, with its early problems, adaptations, subsequent co-ordination and developments, was dealt with by Lord Snell (Chairman of the London County Council) in a lecture which he delivered at the London School of Economics. This was one of the lectures of the series arranged in connection with the celebration of the Municipal Centenary, and it was a careful and interesting study of the growth of municipal democracy, dealing as it did with Victorian political philosophy, its restraints and limitations, the moral and utilitarian revolt of *laissez faire* and a widening conception of the common good.

Lord Snell declared that prior to 1835 every municipality had its own forms and rights, clung to because they were old and, when the Reform Act was passed, regulations were annulled only as they conflicted with faulty structure. From then till now a process of widening had made up municipal democracy as it was now known. Vast powers were conferred upon borough councils and there was a whole series of statutes which had been added since the Municipal Corporations Act. There was no municipal democracy before 1835 and there had been up to then no change for centuries.

Effect of the 1835 Act

Municipal democracy was greatly the product of the latter half of the nineteenth century. Some municipalities ventured and others followed. The full benefits of the 1835 Act were delayed until a later period. There was a steady development of control and of administrative power and there had been a change in the general attitude of the people. There had been a steady extension of the interest of the people in local government; the government of the town was their own government; it involved their health and happiness. A city no longer appeared as abstract and remote but rather an intimate experience in the art of living. There still existed, however, a section of the community having vague ideas as to what local government really meant. That section was still inclined to believe that the property of the town belonged to the corporation; that the water works, the gas works, etc., belonged to the town council. It was difficult to remove that impression.

Elected representatives had responsibility for the whole community outside the town as well as in it; they had to do their best to promote the amenities of life everywhere. Public life had to be efficient and municipal democracy was checked by parsimony. Where services affected the health of the community it was a matter for public authority and not for private enterprise.

In The Town Hall

Referring to the functions of municipal democracy, Lord Snell said it might be asked: What happens inside the Town Hall? (Most ratepayers simply went there to pay their rates!) What is the machinery? Who are the staff? What are the functions? What does the Mayor do? What amount of political influence is brought to bear inside the Town Hall? A well-organised town council should be a complete expression of the collective view of the community; there should be final control over the committees and the officers. The officers were subordinate to the council but they were not mere tools; they were really creative agents deliberating on what was good and there to advise. The function of a council was to give authority. There were no Admirable Crichtons in local government service. The government

of big towns was very complex. The council appointed committees, sub-committees, and sub sub-committees, this sub-division of the work going on to an almost unbelievable extent. There was co-ordination. The London County Council had 973 committees; he was a member of them all!

The Mayor was the civic head and he exercised a distinct influence. He was supported by both sides and he composed their differences. It was a position of great difficulty and usefulness, and to become the Mayor should be the ambition of every active-minded citizen. The Councillors were responsible to him. There should be self-denial and it should be seen that politics did not occupy a dominant place. They found a spirit of give and take in a desire to get at what was best, and that made municipal work possible in spite of its apparent dullness. The council might consist of peers of the realm, retired civil servants, railway and factory workers working side by side trying to do the best for the health and well-being of their community. Their varied experience became useful. The council consisted of all sorts of men.

A "Cushy" Job

The work generally demanded a city-proud electorate; a contented, competent, permanent staff. The salaries had to be such as to attract the best types of mind. There had always been a tendency to believe that the municipal employee had a "cushy" job. He certainly enjoyed certain privileges, but it had to be remembered that many of the permanent staff could very often command a higher salary outside.

Emerson was appalled when he came over here a hundred years ago, for he saw a picture of sloth, filth, poverty and ugliness. Elliot of Harvard came to Liverpool, too, and he fled. Shelley described hell as a city somewhat "like London." But if Emerson came back now he would see the great change. England retained her faith in representative institutions because of her experience in the development of municipal democracy during the century. The local government system called for the service of the best of her sons.

LOCAL PUBLIC SERVICE

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he saw no reason why any other authority in the country should not be able to adopt without asking for further Parliamentary powers.

There was the Municipal Bank of Birmingham. There was no reason why other towns, if they desired, should not establish one. Why should it be confined to Birmingham? There was no disrespect for Birmingham implied; the suitability of other places was implied.

Proceeding, Professor Laski observed that they had shown a lack of imagination in hundred years of local government in the whole field of town planning. In London one only had to travel through the outer suburbs to see the sprawling bungalow growth. Lack of imagination had retarded the development of certain social amenities. Art and music were not promoted as they should have been.

Professor Laski deplored the part-time appointment. If the allegiance and interests of the official were divided he usually could not give service of the right quality. A weakness was that there was too much routine and too little invention. There was also a danger of the excessive supremacy of technique. He had every proper respect for the expert, but he regarded the combination of the amateur and technician as being good for administration. Local government had suffered from the lack of interchange. He saw no reason why a young civil servant could not be exchanged with one from the municipality and vice versa. This entailed a unified scheme of superannuation which should not be difficult with a strong conviction that it would add vitally to the quality of local government.

Referring to the advent of the party system in local government, Professor Laski said that the faults of the system were known but, in spite of its weaknesses, the coming of the party system into the realm of local government had consequences of profound volume and good results. It had roused new interest in politics and performance. It had brought new men into a new social class. The coming of party had made possible the thinking out anew of what was the ultimate philosophy of local government. They had to decide what they wanted local government to do; they must know the means and they must know the ends. Concluding, Professor Laski said that with the coming of party they were getting a definite principle, and with understanding the next century would not be less creative and fruitful than the last.

COUNTY GOVERNMENT

IN the sixth of the series of lectures at the London School of Economics in celebration of the Municipal Centenary, Mr. R. C. K. Ensor, B.A., dealt with the origins of the modern county council and went on to envisage further developments in the direction of regionalism. He observed that there was practically no surviving institution of the old system of county government, and scarcely any conditions which operated to-day counted then. Under the Tudors and Stuarts, the Justices of the Peace who were created in the reign of Edward the Third were the rulers of the counties. They were created to preserve the peace, but they gradually drew tremendous power to themselves and till late in the eighteenth century England was a nation of counties, the quarter sessions having become and remained the dominant power up to 1888.

Prior to 1834 county magistrates were in a position to regulate details of the daily life of the people—over such matters as bull baiting, prize fighting, and so on. And, from the eighteenth to the nineteenth century, wages were also thus regulated and also such matters as apprenticeships, roads, public-house licences,

etc. By 1839 most fields were covered by local government. Although it was non-elective the system was almost universally admired and foreigners were impressed by it. Compared with the bureaucracies of Prussia and France it appeared to be both free and popular.

The first great blow to the County system was aimed in 1834 when the Poor-Law was taken out of the hands of the Justices. Poor relief and agricultural wages, which had been long associated, were tackled, while in the following year the Municipal Corporations Act was passed.

The policy adopted in 1888 created elected authority for the county and the members of the Council, who were people of leisure, were to meet in the day time. There was a move in that. The County Councils were similar in membership to the Town Councils, the only difference being that in the one case election of members took place annually while in the case of the County Councils election would be every three years. Democracy in counties was rather a sham and he believed there was a real need for regional authorities to be established.

N.A.L.G.O. SALUTES THE N.U.T.

The "Schoolmaster and Woman Teachers' Chronicle," the official organ of the National Union of Teachers, published in its issue for March 14, 1935, a supplement on the centenary of local government, and we are indebted to the Editor for his permission to reproduce the following article which was specially written by Mr. L. Hill, General Secretary of N.A.L.G.O., who was described in that supplement as "almost a colleague" of the N.U.T.

ANY organisation of men and women engaged in professional, technical, and vocational occupations must have a philosophy. The job must be bigger than the personal ambitions of its members. But, without the use of the principle of organisation, ideas, however sound, become little more than inconveniences. All great movements, whether political, religious or social, depend more upon the technique of organisation for success than upon conviction. Members of the N.U.T. know that education must be more than a terminal legacy of popular notions; members of the National Association of Local Government Officers know that local government means national health and survival, but neither the individual teacher nor the individual local government officer as a unit represents philosophy in its completeness.

Amongst the thousands of members of both the N.U.T. and N.A.L.G.O. there are some forward thinkers, there are various shades of politics, there are many splashes of bright colours, and big patches of grey. They are the pieces which, when brought into true relationship and perspective, can be made like a mosaic, a work of art. The art of successful organisation is very similar to the art of government, the quality of being able to adapt a policy to the foibles of human nature. It is the technique of managing a large body of persons, many of them with hereditary and cast-iron principles, vast numbers clothed in orthodoxy, many fickle, some cantankerous, and others emotional.

In addition we have a common spectre hovering about our houses—public opinion. An organisation of public servants must treat such a potent spirit with the same caution as the dying man who, asked to renounce the devil and all his works, answered: "I do not think that my present position justifies my making an enemy of anyone." All that demands great leadership, and the N.U.T. has been fortunate on that score. Ludovici said somewhere, "All huge and powerful administrations have to rely very largely upon the trust which they can place in a number of high responsible officials who, in a moment of great temptation or great trial, will stand honestly and bravely at their posts."

How N.A.L.G.O. Arose

May I now tell you something about N.A.L.G.O., if only to show that we have a great deal in common and could, I think, almost claim a family relationship with you.

The Municipal Corporations Act, 1835—the foundation Act of local government, whose centenary we are celebrating this year—while still reserving to the Crown the power of granting charters, standardised the constitution to be bestowed upon boroughs thereunder and regulated the constitution and functions of the local bodies, the town councils, to be set up. To this Act the whole of our local government system as we know it to-day owes its origin, but the sponsors of that Act could not visualise the great changes that would follow each other during the century. Their conception of what local government would have to do was just as limited as the opinion of Davies Giddy on education. As President of the Royal Society, opposing a Bill in the House of Commons in 1807 for the introduction of elementary schools in England, he said:

However specious, in theory, the project might be of giving education to the labouring classes of the poor, it would in effect be found to be prejudicial to their morals and happiness; it would teach them to despise their job in life, instead of making them good servants of agriculture and other laborious employments

to which their rank in Society had destined them; instead of teaching them subordination it would render them factious and refractory, as was evident in the manufacturing counties; it would enable them to read seditious pamphlets, vicious books, and publications against Christianity; it would render them insolent to their superiors, and in a few years the result would be that the legislature would find it necessary to direct the strong arm of power towards them, and to furnish the executive magistrate with much more vigorous laws than were now in force.

You have still some people who doubt the wisdom of widespread education, and we can muster a great many more members of "respectable society" who look upon local government with complete contempt. I am not sure that every teacher believes he gets full value for his rates although a fair proportion of that is the cost of education. Local government crept into the "Englishman's Castle" by the back door of adoptive legislation. It had no qualifications, no national complex. It was a necessity, but as crude as the red-hot iron on the bleeding end of an amputated limb. To-day it is a science and yet the service lacks many basic uniform service attractions. It calls for the best boys and girls who leave the schools, but authority is so indifferent to its welfare that it allows other occupations—many for private gain—to beat it in basic service conditions.

After the passing of the Foundation Act nothing at all was done on a national scale for the officer. There was no superannuation, no compensation for loss of office or emoluments, at least on a self-determining, law-sanctioned basis, no salary scales, no well-defined service conditions and, what is more important, no association in existence which could endeavour to secure these minimum rights for the officers. A probable explanation of this "period of no" is that the employers of local government officers—the mayors, aldermen and councillors of local authorities—assessed the value of the work of the paid staff from the knowledge which they had gained in their own private and industrial occupations.

It was out of this barrenness, particularly in the field of superannuation, that N.A.L.G.O. was brought into existence.

Small Beginnings

The National Association of Local Government Officers was established on July 29, 1905, and sprang from a few municipal officers' guilds, which had been developed in different parts of the country during the previous decade. It is probable that at that time not more than a dozen such guilds were in existence—in fact, the conference which was held on the above date at the Inns of Court Hotel consisted of representatives of two Metropolitan associations of local government officers, and the local guilds of Bolton, Derby, Hull, Oldham, Peterborough, Woolwich, and a Midland association.

The first few years of N.A.L.G.O.'s life, approximately until the outbreak of the Great War, were devoted to propaganda, the mapping out of a programme of campaign, both of domestic activity and national policy, and of getting into contact with the authorities, local and central, responsible for the administration of municipal government. A purely nominal subscription was fixed, which ranged from twopence to fivepence per member per annum.

About six months after the formation of the Association a special committee was set up to draft a Bill containing superannuation provisions, and from 1906 until 1922 the efforts to induce official action represented one long series of disappointments. Deputation after deputa-

tion went to the Local Government Board and its successor, the Ministry of Health, but the time was always inopportune for the passing of a national scheme. Even the 1922 Act, which was a Private Member's Bill and which the Rt. Hon. Sir Herbert Nield, K.C., M.P., introduced on behalf of the Association, was a disappointment, for he flatly refused to introduce a compulsory measure and the Association's demands had to be modified to the extent of making it permissive. It was a step, not a stride, forward, and we are still waiting to recover from that handicap, for compulsory superannuation has not yet been given to the local government service, although it has been officially recommended by a Royal Commission and two departmental committees.

The Benevolent and Orphan Fund was started three years later, on July 10, 1909; the first examinations scheme was launched in 1911; an Approved Society was started in 1912, specially to cater for all local government officers brought within the ambit of the new National Health Insurance Act.

N.A.L.G.O.'s First Office

Up to March 1, 1909, the officers were honorary, but on that date, the first paid general secretary took up his duties, equipped with a typewriter, a filing cabinet and some stationery. An office was a dream of the future, which, when it materialised, consisted of a converted bedroom and bathroom in a house in Bloomsbury Square. The membership was then about 12,000, the reserve fund £103 11s. 6d. and the annual income from subscriptions £190 5s.

The first big test of the strength of the Association came during the period of the great calamity of 1914-1918. The issues which were dealt with covered the fixing of allowances to dependants whilst men were on active service; keeping in close touch with the War Office regarding recruiting campaigns; the settlement of the war bonus "bogy"; a stern resistance of the proposal to place conscientious objectors in local government; and the rapid release from the forces of members of the Association at the conclusion of hostilities. The burden of all this work was borne by a striping which was only nine years old at the commencement of the holocaust!

Protective Work

In anticipation of the changes which would be inevitable after the war, the Association was reorganised and placed upon its present basis during 1917. Since then, great and momentous issues have crowded themselves into N.A.L.G.O.'s programme.

The superannuation fight has been indicated above. Compensation was brought into the arena by the Representation of the People Act, 1918, and this brought N.A.L.G.O. into full activity of parliamentary work. Since then an enormous amount of time and money has been spent in building up compensation clauses, culminating in the amplexus of the fourth schedule of the Local Government Act, 1933.

Superannuation and compensation alone have justified the existence of the Association and the value of its work in these directions cannot be measured in terms of money. But there were also the problems of general conditions of service, such as salaries, holidays, hours of work, sick leave and so on. The Government has always looked upon local authorities as separate entities and not as a homogeneous national service, and this attitude has made it necessary to strive to secure the establishment of the principle that the local government service

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THE PROBLEM OF THE POOR

THE larger problems of the modern Poor Law were dealt with by Mr. W. Ivor Jennings in a lecture at the London School of Economics recently. He said that the character and purpose of Poor Law administration had been fundamentally altered; the greatest change of all lay in the scope of the Poor Law. Though only one substantial group of poor persons had been taken out of the Poor Law system—what they might roughly call the able-bodied unemployed—and that group would not finally disappear until the Unemployment Act, 1934, took full effect, the Poor Law was no longer the only service providing for those who needed assistance.

The other social services had come to the aid of the Poor Law and for some purposes had practically superseded it. Social legislation, since 1908, had transformed the system. The "break-up" of the Poor Law had not been accepted in theory; but new services and new agencies had been created, administrative action had been transferred to those new agencies, and the Poor Law was left as a residual service brought into operation when some other social service failed or was inadequate.

Differentiation of Function

It had to be remembered that there was now within the Poor Law service itself a great differentiation of function. Classification within general institutions still did not satisfy the desires of those who demanded the "break-up" of the Poor Law. It did not even provide for the separation of the different classes of persons. Moreover, "break-up" implied not merely classification and separate treatment according to differences of need but also the complete abolition of the distinction between poor persons and others. It demanded that medical assistance should be provided by a Public Health Committee without reference, except in respect of the recovery of cost, to the resources of the applicant.

The transfer of the unemployed to the Unemployment Assistance Board would provide an entirely new orientation to Poor Law administration. More than a third of those in receipt of outdoor relief had been unemployed persons and their dependants. That group had fluctuated considerably and much of the energy of public assistance authorities had in recent years been expended on this class. The other persons dealt with were comparatively stable and they received assistance for long periods; the question of their care was not one which required constant attention throughout the service. Every unemployed person created a new problem and probably received relief only for a short period. There were seasonal fluctuations and there were fluctuations on account of changes in the law relating to unemployment insurance. There were also changes due to industrial conditions.

Although there had been constant care for other classes of poor persons, public assistance committees had in most places thought primarily of poverty due to unemployment and not of the aged, the sick, the children and the mentally deficient. The transfer of the unemployed to the Board would necessarily bring about a change of attitude. It was unlikely that there would be a demand for the transfer of functions to other committees, for committees developed a sort of patriotism and did not want to part with their work by having it transferred.

Future of Institutional Relief

If and when the Unemployment Act of 1934 was in full operation persons coming within Part II of it would be assisted out of national funds if they would, but for the Act, have been in receipt of outdoor relief. Those in receipt of institutional relief would continue to be at the expense of the local authorities so there would be every incentive to the authorities to denude the institutions of the able-bodied poor and transfer them to the care of the Unemployment Assistance Board with the result that those in

institutions would be, in the main, of three categories—sick persons, persons with mental disability, and children. It would be cheaper to help the aged outside if they were able to look after themselves. There was already a large measure of differentiation in respect of the three categories, and as soon as the Poor Law authorities lost their concern with the unemployed they would be enabled to deal with the problem of stricter classification and differential treatment so that the institutional side of relief would be broken up in a manner which Mr. and Mrs. Webb had not contemplated.

The arguments for differentiation given in the Minority Report of 1909 were so strong that there would be almost general agreement that in this respect the Unemployment Act would have a most beneficial effect. There would be, however, one glaring anomaly with which the Poor Law authorities were most concerned. Section 40 had provisions of a penal character which enabled the Unemployment Assistance Board to grant assistance on the condition, as an alternative to other conditions, that the applicant entered the institution. That provision assumed the old principle that the offer of the "House" was to have a deterrent effect and that persons in the institutions were to be treated as if they were semi-criminals.

That was fundamentally opposed to all the principles which the Ministry of Health and the more progressive local authorities had established since 1920. It was directly opposed to the idea underlying the Local Government Act of 1929. But fortunately it would be necessary for the Board to make agreements with the local authorities. He hoped they would flatly refuse to enter into any such agreement.

Outdoor Relief

The system of outdoor relief would have a new orientation and it would emphasise the medical and the educational side of the administration; for it had to be remembered that a large portion of the women in receipt of relief would be mothers in charge of children in receipt of relief. It was not difficult to estimate what the consequences would be. In spite of the opposition of the public assistance committees, it would be difficult to resist the Webbian contention that the proper body to look after the sick was the public health authority and that the proper authority to care for healthy children was the education authority. Therefore, in respect of outdoor relief as in respect of institutional relief, the Unemployment Assistance system would give a great impetus to the movement for the complete break-up of the Poor Law.

PUBLIC OFFICERS' CONDITIONS IN AUSTRALIA

The Industrial Court of South Australia has recently made an award governing conditions of employment of clerical employees in the public service of the State of South Australia. The award is to remain in force for one year as from December 1, 1934. Minimum annual salaries are: Males: For juniors the rates range from £65 at 15 years to £115 at 20 years. At 21 years a minimum of £160 is payable, irrespective of years of service. The rate rises from £160 in the first year of adult service to £240 or £270, according to grade, in the eighth year and thereafter. Females: The rates range from £55 in the first year of service to £155 in the eighth year and thereafter. At 21 years of age a minimum of £115 is payable, irrespective of years of service. Hours: Ordinary hours of duty are 28 per week (5 days of 7 hours and 3 hours on Saturday). Overtime: Time and a half is to be paid for time worked in excess of 8½ hours per fortnight and for work performed after 1 p.m. on Saturday, and double time for work on Sundays or public holidays, except in cases where approval of equivalent time off is given within fourteen days.

N.A.L.G.O. SALUTES N.U.T.

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is national in character and important. Although this is now officially admitted, the results of that admission have yet to be put into operation, and that is why official action on the recommendations of the departmental committee on the qualifications, recruitment, training, and promotion of local government officers, whose report was issued during January, 1934, is awaited with such interest.

Somewhat Like Burnham

In another direction the Association has consistently advocated the establishment of a system of Whitley councils—which, very broadly, correspond to the Burnham Committees—for the local government service from the time when the Reconstruction Committee under the chairmanship of Mr. J. H. White recommended that these councils should be set up between employers and employees. Incidentally, the representations of N.A.L.G.O. to the committee secured the recommendation in the report that the municipal service should be included. There are four of these councils in existence for (a) London; (b) Lancashire and Cheshire; (c) North Wales; and (d) West Riding of Yorkshire, and each of them sends representatives to a Standing Conference. Soon, doubtless, the whole country will be covered, but that day is not yet.

All this work of the Association has been pioneer work, and when it was in its early stages it would have been regarded as a wild flight of the imagination to have forecast that some day a Minister of Health would urge the general adoption of salary scales by local authorities as an administrative advantage, such as the approach to local authorities made in the eleventh annual report of the Minister of Health, 1930.

How It Serves Its Members

The rapid accession of the Association to place among the leaders of professional organisation has been a cause of wonder not only to home authorities, but to those abroad in the colonies, in America and on the Continent. In the space of eighteen short years N.A.L.G.O. has extended its educational work by establishing a correspondence institute, a lending library for students, a scholarship scheme, a loans for educational facilities scheme, annual summer schools at either Oxford or Cambridge and at St. Andrew's, and it secured the establishment of diploma courses in public administration at seven universities. It provides free legal advice and assistance on all matters affecting the professional activities of members and keeps a close watch on legislation likely to affect them. It established a provident society during 1920; it took over an insurance association for all classes of insurance when it amalgamated with National Poor Law Officers' Association in 1930, consequent upon the abolition of the boards of guardians and the transfer of their functions to the county and county borough councils as a result of the Local Government Act, 1929; it formed a building society in 1928 and it owns two holiday centres and a convalescent home. In addition it organises holiday cruises, and its district committees branches develop all kinds of recreational activities.

Membership and Funds

N.A.L.G.O. to-day has nearly 80,000 members, and its accumulated funds approximate £2,000,000. It holds in trust the economic and political welfare of a vast army of workers engaged in an occupation which touches more closely than any other influence the welfare of the community.

It maintains the friendliest relations with other professional organisations, it "knows politics," but it is in active sympathy with movements for the development of social awareness in the minds of the population, it is recognised by government departments as the central point of contact on all questions affecting the official lives of local government officers.

THE SUMMER SCHOOLS

THE Rt. Hon. Sir E. Hilton Young, G.B.E., D.S.O., D.S.C., M.P., the Minister of Health, will open the Sixth Summer School for England and Wales to be held at Balliol College, Oxford, from July 20 to July 27.

The lectures this year will be of an historical character and will give a general picture of local administration in early communities, of how local government as we conceive it emerged and the progress of its evolution, leading up to an analysis of the present day influence of local government and its possible future development.

The lectures will be divided into three groups: *Group I. An Historical Survey of Local Government*

The lectures in this group will be delivered by Dr. W. Ivor Jennings, M.A., LL.B. (Cantab), Reader in English Law in the University of London, and will comprise:

No. 1. The Background of Modern Local Government.

No. 2. The Justices and the *Ad Hoc* Authorities.

No. 3. Modern Local Government.

Group II. The Economic Influence of Local Government

The lectures in this group will be delivered by Professor J. H. Jones, M.A., Professor of Economics and Head of the Commerce Department, University of Leeds, and will comprise:

No. 4. The Incidence and Effect of Rates.

No. 5. Local Government and the Distribution of Wealth.

No. 6. The Stabilising Influence of Local Government and the Trade Cycle.

Group III. The Social Influence of Local Government

The lectures in this group will be delivered by Mr. A. K. White, M.A., Caird Lecturer in Political Philosophy in the University of Glasgow, and will comprise:

No. 7. Local Initiative and Powers.

No. 8. Economic Planning and the Development of Social Services.

No. 9. Local Government and the State.

Scottish Summer School

The Scottish Summer School will be held at St. Salvator's Hall, St. Andrew's University, from June 22 to June 29. The School will be opened by the Lord Provost of Glasgow, Sir Alexander B. Swan. Lectures will be given on the social background of Victorian Scotland and the development of Local Government in Victorian Scotland, by Mr. W. M. Marwick, M.A., of Edinburgh University. Lectures will also be given by Dr. Hamilton, of Aberdeen University. A debate has been arranged between Dr. Bowie, of Dundee, and Mr. A. K. White, of Glasgow University, on "Should the State Come First and Liberty Second?"

Essay Competition

Sir Arthur Robinson, G.C.B., C.B.E., Permanent Secretary of the Ministry of Health, has again intimated his desire to associate himself with the Summer School, and has offered prizes of the value of five guineas to be competed for in an Essay Competition. The competition is open to members of N.A.L.G.O. in England and Wales, and will be divided into two classes:

Class I. For officers whose salary is £250 per annum or more; value of prize three guineas.

Class II. For officers whose salary is less than £250 per annum; value of prize two guineas.

The subjects from which the candidates may choose are the same for both classes, viz.:

1. Do you consider it possible to lay down in the sphere of the social services lines of demarcation between what is appropriate to (a) local authorities and (b) voluntary bodies? If so, what lines do you suggest?

2. Suggest any two local government services in which the existing law requires substantial amendment. Explain the present

difficulties and sketch the amendment proposed.

3. It is said that industry is gravitating to London. Is this true, and if so can you explain it? Do you think that the Government should check or control any such movement, and if so how do you suggest that it should be done?

The winning essay, or a précis thereof, will be published in LOCAL GOVERNMENT SERVICE.

Rules of the Competition

1. The competition is open to all members of the N.A.L.G.O., in England and Wales.
2. The essay may be in manuscript, type-written or printed.
3. No stipulation is made as to length.
4. The final selection by Sir Arthur Robinson must be taken as conclusive.
5. Essays must reach the General Secretary, N.A.L.G.O., 24 Abingdon Street, Westminster, S.W.1, on or before June 14, 1935.
6. Each essay must be headed with the title chosen, a nom-de-plume and a note of whether the competitor desires his essay to be judged in Class I or Class II. A sealed envelope containing the author's name, address and branch, and bearing on the outside his nom-de-plume and class, must accompany the essay. Indication of the author's identity should not appear on the essay.
7. The result of the competition will be announced prior to July 20, 1935.

Scottish Essay Competition

Mr. J. E. Highton, C.B.E., B.L., Secretary to the Department of Health for Scotland, has very kindly instituted an Essay Competition in connection with the School. This competition is open to Scottish Members of N.A.L.G.O., whether they attend the School or not. The full rules for the Competition are as follows:

1. The Competition will be divided into two classes, viz. :—
- Class I. For officers whose salary is £250 per annum or more.
- Class 2. For officers whose salary is less than £250 per annum.
2. A prize to the value of three guineas will be awarded to the competitor who submits the best essay in Class I; a prize to the value of two guineas to the competitor who submits the best essay in Class 2.
3. The Competition is open to all members of N.A.L.G.O. in Scotland.
4. No stipulation is made as to the length of the essay.
5. The final selection by Mr. J. E. Highton, Secretary to the Department of Health for Scotland, must be taken as conclusive.
6. Essays must reach the Divisional Secretary, N.A.L.G.O., 135 Wellington Street, Glasgow, on or before June 1, 1935.
7. Each essay must be headed with the title chosen, a nom-de-plume and a note stating whether the essay is submitted in Class I or 2.
8. A sealed envelope containing the author's name, address and branch, and bearing on the outside his nom-de-plume and the class in which the essay is submitted, must accompany the essay. Indication of the author's identity should not appear on the essay.
9. The result of the competition will be announced prior to June 22, 1935.

The subjects from which the candidates may choose are:

1. Discuss the place of the central and of the local authority in national administration; what are the characteristics of the existing relations between the two? How far do they depend for successful operation upon formal and how far upon informal action? And in what respects, if any, would you suggest methods to improve them?
2. Discuss the organisation of society according to function and the necessary re-arrangement

(Continued on next page)

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- ment of Government machinery and control that would result.
3. Discuss, with special reference to present tendencies, the bearing of modern development of transport and communications, and of the rate of growth of population, on units and areas of local government in Scotland.

North Western District Week-end School

An experiment which the Manchester and the Liverpool Area Education Committees have had under consideration came to a happy conclusion on Saturday, April 6, when a party of N.A.L.G.O. members from the North Western District met at Culcheth Hall, near Warrington, for a Week-end School.

The venture, which was embarked upon somewhat diffidently, met with such a gratifying response and proved to be so successful that there seems to be no reason why this effort should not be repeated upon some not too distant occasion.

The activities included lectures given by Mr. T. S. Simey, M.A., of the Liverpool University and by Mr. A. L. Dakyns, M.A., of the Manchester University, on the subjects of "Problems of Recruitment and Training" and "Departmentalism—its causes and cures," respectively. A third session was devoted to a discussion upon the topics introduced by the lecturers.

The chair was taken by Mr. C. A. W. Roberts, M.B.E., without whom no N.A.L.G.O. Summer School would be complete, whilst the presence of Mr. Hill, Mr. Coster, Mr. Chaston, Mr. Willett, Mr. Whinnerah, and Mr. Corser set the seal to the success of the undertaking.

That the same enthusiasm and ebullience of high spirits which characterise the Cambridge and Oxford N.A.L.G.O. Summer Schools should have found their way to Culcheth, augurs well for the movement as a whole.

N.A.L.G.O. SCHOLARSHIPS

The attention of members is drawn to the facilities available under the Association's Scholarships Scheme, full particulars of which were given in the April, 1935, issue of LOCAL GOVERNMENT SERVICE. The awards will in future be made on the results of the examinations held between September 1 and August 31.

In order not to preclude any applicant for an award by the introduction of the new rules, the awards for 1935 will be made on the results of the examinations as indicated below :—

| Examining Body | Examinations on the results of which awards will be made | Date |
|---|--|-----------|
| National Association of Local Government Officers | ... Jan. 1935 | May 1935 |
| Institute of Municipal Treasurers and Accountants | ... Jan. 1935 | May 1935 |
| Incorporated Association of Rating and Valuation Officers | ... May 1935 | June 1934 |
| Society of Incorporated Accountants and Auditors | ... May 1935 | Nov. 1934 |
| Law Society | ... May 1935 | Mar. 1935 |
| Chartered Institute of Secretaries | ... June 1934 | Dec. 1934 |
| Library Association | ... June 1935 | Dec. 1934 |
| Poor Law Examinations Board | ... May 1935 | May 1935 |

| | | |
|---|----------------|------------|
| Inspectors of Weights and Measures | ... July 1934 | July 1934 |
| | ... Nov. 1934 | Nov. 1934 |
| | ... Mar. 1935 | Mar. 1935 |
| | ... July 1935 | July 1935 |
| Institution of Municipal and County Engineers. Testamur | ... Oct. 1934 | Oct. 1934 |
| Poor Law Diploma (Scotland) | ... May 1935 | May 1935 |
| Sanitary Association (Scotland) | ... Oct. 1934 | April 1935 |
| | ... April 1935 | April 1935 |

(Continued from preceding page)

The results of the examinations of the following bodies have already been published and applications for awards on the results of these examinations should be submitted to the General Secretary not later than May 17 :—

Month of Examination **Examining Body**

- Oct. (i) Institution of Municipal and County Engineers. Testamur.
(ii) Poor Law Diploma (Scotland).
(iii) Royal Sanitary Association (Scotland).

- Nov. (i) Society of Incorporated Accountants and Auditors.

- (ii) Law Society.
(iii) Board of Trade (Weights and Measures).

- Dec. (i) Chartered Institute of Secretaries.
(ii) Library Association.

- (iii) Incorporated Secretaries Association.
(iv) Institute of Cost and Works Accountants.

- Jan. (i) National Association of Local Government Officers.
(ii) Institute of Municipal Treasurers and Accountants.

It is hoped that the results of the examinations conducted by the Law Society; the Poor Law Examinations Board for Scotland, for the Poor Law Diploma; and the Royal Sanitary Association of Scotland held in April, 1935, will now be available. Application for awards on the results of these examinations should be forwarded to Headquarters not later than June 30, 1935.

Applications for awards already received will be considered under the new rules and candidates need not specifically renew their applications.

NORTH WESTERN DISTRICT BILLIARDS COMPETITION

The semi-finals and finals of the North Western District Billiards Competition were held at the Victoria Hotel, Manchester, recently. In the Teams Competition the semi-finalists were Blackburn and Blackpool; Rochdale and Manchester. Blackpool proved the winners with a score of 1,334; Manchester made 1,232. Blackpool were presented with the trophy given by the Accrington Branch, and the members of the team each received a canteen of cutlery as prize. The runners-up each received a case of fruit spoons.

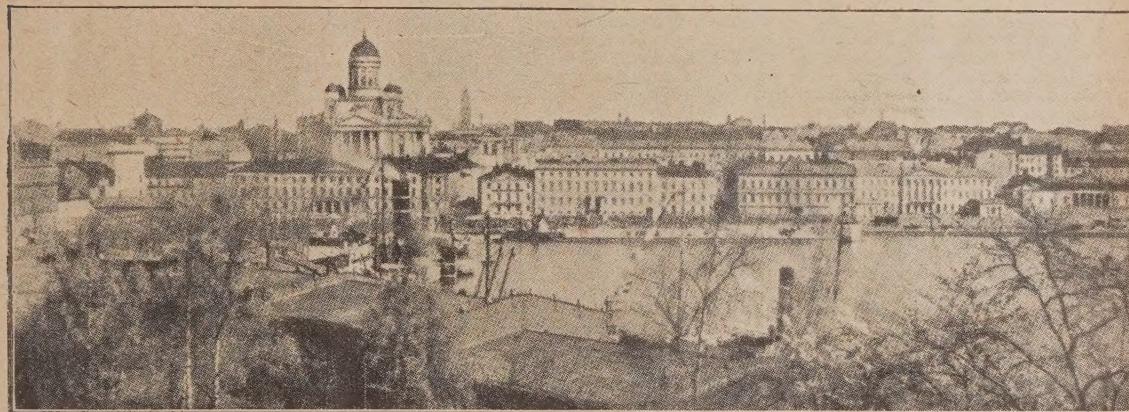
In the Individual Competition the semi-finalists were G. H. Johnson, Stockport, and A. A. Clarke, Manchester; W. Mitchell, Accrington, and Mr. Tomlinson, Accrington. Mr. G. H. Johnson came out winner, with a score of 250; Mr. Tomlinson was runner-up with 234. Mr. Johnson received the Stockport Branch Trophy and a grandmother clock.

A football match was held at Grays on April 5 between Grays and District Branch and the Tilbury Branch. The result of a draw of two goals each was a fair reflection of the play. A collection on behalf of the B. & O. Fund realised ten shillings, and the Sports Committee hope to be able to help the fund on further occasions.

The Luton Branch has just issued its fixture list for the forthcoming Cricket season. Its first match was due to be played on Saturday, April 27, and its last match on Saturday, August 31. In all the Branch will play 21 games. Four of these games will be home and away fixtures with Bedford County and Cambridge Borough Branches of the Association.

PORTS OF CALL ON THE CENTENARY CRUISE

HELSINGFORS : "THE WHITE CITY OF THE NORTH"



Helsingfors : the Administrative Centre and a View of the Port.

HELsingfors, most northerly of the cities to be visited on the Centenary Cruise, also has the proud distinction of being nearer to the Northern Lights than any other capital city in the world. When members of the Centenary Cruise see the "White City of the North," however, they will probably have some difficulty in believing that they are so near the eternal snow and ice, as Helsingfors, in the summer, is as warm as Brighton. The city itself is very clean, and the smoke pall which always seems to be hovering over some towns is entirely absent. Consequently, buildings keep their new colours and the sunshine is not dimmed, and it may be from this that the capital has derived its name of the "White City." Finland is fortunate enough to know neither slums nor dirt, and this is a fact which may well amaze visitors above everything else. Health officials on the cruise should find it especially interesting.

At the last official census, Helsingfors is actually the Swedish name for the town) had a population of 273,000, and it is the centre for the educational, cultural, scientific, and artistic life of the country, as well as having a large industrial business producing foodstuffs, metals, and luxuries.

Helsingfors (we will use the popular name) was founded in 1550 near the present site, at the mouth of the river Vantaanjoki, by King Vasa of Sweden. It was transferred in 1640, and burst into prominence in 1812, when it usurped the position of Turku (Abo) as capital. The city has known many setbacks in its march to fame. A terrible fire and plague ravished the population during the early eighteenth century, destroying no fewer than 1,200 of its 1,800 inhabitants. Thereafter the progress of the town was continually impeded by warfare.

A Planned City

Helsingfors may lay claim to being a really town-planned city, for during the early and middle portions of the nineteenth century it was the scene of intensive town-planning activity by Karl-Ludwig Engel, a German architect with modern ideas. The Senaatintori (Senate Tower), the central part of the city, was evolved in 1820-1852. Finland has never been a rich land, and Engel had nothing better than brick and stucco to work with, but his buildings are nevertheless imposing and pleasing. When a great fire in Turku caused the removal of the University to Helsingfors, the present Railway Square was still a pond and the buildings in the principal streets were wooden houses partially sunk into the soft bottom of the creek. Therefore it may be said that the present city is practically a new one, and out of the paucity of its buildings in the eighteenth century has arisen a wealth of artistic creation.

Helsingfors is built on a peninsula of irregular shape, protected from the open sea by a girdle of islands.

This prolificacy of islands is a characteristic possession of Finland, and the unfamiliar vista of innumerable small patches of wooded land dotted round the coast is one of the first impressions a visitor receives of the land. The site of Helsingfors has permitted harbours to be built on three sides, and passenger steamers dock almost in the heart of the town. As a port, Helsingfors handles more imports than any other Finnish harbour, and the volume of exports is also large.

Station Square, to which attention has already been drawn, contains the famous railway station, one of the finest buildings in the city, and of its type in the world. Visitors of the Centenary Cruise may well be tempted to compare its finely proportioned bulk with some of the stations of the British metropolis—without much credit to the latter. The Square also contains the Art Gallery and the Finnish National Theatre.

Wide Roads

A feature of Helsingfors which will attract attention are the wide roads on every hand, ample for modern traffic conditions, and it may be found difficult to believe that these apparently modern boulevards are the heritage of the early days. It is so, however, the explanation being that when Helsingfors was constructed mainly of wood, many roads were made of extraordinary width to minimise the danger of fire. But all Helsingfors is like this. Established in a country where money was a scarcity, impeded in its progress for nearly two centuries, and aided by perhaps the first town-planning enthusiast in modern times, the city is now a delightful assemblage of new buildings and ideas, and its beautifully clean state, aided by the keenness of the northerly climate, is at once the envy and despair of visiting sanitary officers.

In open spaces and plantations the city is particularly fortunate, for one cannot go far anywhere without seeing green lawns and trees. The National Museum, for instance—an example of typically northern architecture—stands in a spacious square surrounded by trees. One building of which the city is not so proud is the town hall, which is situated in the market place. It is actually a temporary accommodation for the municipal government of the city. If recent agitation is successful, the council will be provided with handsome new premises in the near future. To offset any deficiencies which may be apparent in the town hall, however, the Finlander can point with pride to the new Diet (or Finnish Parliament) Building, a majestic and simple building

in rose-grey granite which was opened in 1931. It is considered to be one of the finest achievements of Finnish architecture.

Behind Diet Building is the rather modest municipal museum, which makes up in lack of size for its interesting portrayal of the history of Helsingfors. There are also other retiring municipal offices and buildings along the south side of the Senate Square, facing the magnificent Suurkirkko Church. The senate buildings, serving a purpose similar to Whitehall, are also in the Square. Except in the villa districts, the population of Helsingfors lives almost entirely in flats, and high granite apartment buildings are a feature of the town.

Local Government

Municipally, Helsingfors is governed by a council very much in the same style as in England. In fact, Finland can claim to have been ahead of this country in the matter of local self-government, because this ideal first found definite form there in 1350, when towns were given an independent administration and judicial system and even some legislative powers. Powers of local administration in the modern sense were given in 1873. Towns within their boundaries are known as communes, and there are also rural communes without. Both urban and rural administration is carried on by a commune similar to the English council.

In the Finnish form of local government there is a distinction between the making of decisions on the one hand, and the execution of those decisions and practical administration on the other. In rural communes the authority to make decisions is vested in the communal council, and in towns in the town council. The highest organ of municipal government in Helsingfors is the Town Administration, a body consisting of a burgomaster and a number of aldermen whose duty it is to see that the rights of the municipality are duly preserved. Decisions at council meetings are made by a simple majority system. Local authorities administer poor relief, public health, education, and other local activities.

The Helsingfors authority owns hospitals of all kinds, including mental institutions, municipal abattoirs, schools (visitors will be struck by the very fine planning of the elementary schools), commercial institutes, workers' and trade schools—for which the State contributes certain grants—fire brigade, market halls, water, electricity, and gas undertakings, laundries, baths, hotels and restaurants, etc. Indeed, it seems that in Helsingfors, as in many of the larger towns of the country, the local council has a finger in practically every pie.

(Continued on next page)

SCOTTISH NOTES

FOR the first time the Scottish District Committee met in Aberdeen. The meeting took place in the Council Chambers on April 13, and there was a large attendance. Mr. Hugh Begg, F.R.C.V.S., presided.

A long discussion took place regarding the Executive Committee's report recommending that no action be taken in the case of an official who had received an important appointment for which it was contended he had not the usual qualifications or experience. It was agreed to record, however, that in the committee's opinion such irregular appointments should be discouraged.

The proposals for the Hospital and Nursing Home Scheme were discussed, and a letter from the South Eastern Border Counties Branch objecting to the proposals was submitted. Mr. Brodie explained that Glasgow Branch was at present in consultation with the local branch of the British Medical Association, and they hoped to frame a scheme which would be much more beneficial to the great majority of Scottish members. It was, therefore, agreed to oppose the scheme proposed by the Provident Society and the National Executive.

Mr. John Campbell submitted the report of the Education Sub-Committee, and referred to the arrangements for the Summer School to be held at St. Andrews from June 22 to 29.

Mr. Donald Maclean, Convener of the Law and Parliamentary Sub-Committee, submitted the report of that committee which contained the draft of Standing Orders for the conduct of the business of the District Committee, and made proposals as to certain desirable amendments in the Superannuation Bill now being promoted. These amendments were to the effect—

- (1) That army service be included in the definition of "service" in clause 3 of the principal Act.
- (2) That women have the option of retiring at 55 and men at 60 years of age, whether they have served for 40 years or not.

(3) That the proviso in section 6 (3) of the principal Act providing for extension of the period of service beyond the age of 65 be cancelled.

With regard to the Housing (Scotland) Bill, it was stated that clauses dealing with superannuation and compensation had now been arranged for with the Government departments and would be inserted in the measure.

Mr. Duncan Galbraith submitted the report of the Propaganda Committee, which showed that since last meeting two new branches had been established and three or four successful propaganda meetings had been held. Several meetings were due to take place in the near future.

It was pointed out that three competing invitations to the 1935 Annual Conference appeared on the Conference Agenda to be held in June. These invitations were from Largs, Ayrshire Branch and Aberdeen Town Council. After discussion, it was agreed by a majority to support the invitation from Aberdeen.

On March 19, the town and county officials in Banffshire held a meeting in Banff at which Mr. George A. Cumming, County Clerk, presided. After Mr. Mortimer had addressed the meeting it was unanimously agreed to form a branch for the county, and a small committee was appointed to draft a constitution. Mr. H. H. Wood, County Buildings, Banff, was appointed Interim Secretary.

On March 20, there was a well attended meeting of the executive of Lanarkshire Branch, when the chief item of business was the new salary scales. Mr. Mortimer reported on the scales, and there was a long discussion. Finally, Mr. Mortimer's report and suggestions were unanimously approved. Mr. Macara submitted the report of his sports committee on the golf competitions, which are to take place during the summer months. There are to be three competitions, and a circular has been issued by the Hon. Secretaries, giving full details of these. A discussion took place regarding prizes, and

it was agreed to set up a special activities fund for all social and other activities of that nature. To this fund was voted a sum of £20. Fifteen new members were admitted to the Branch.

A largely-attended meeting of the Public Assistance Staffs at Glasgow was held on March 25. Mr. Archibald presided at the meeting, and Mr. Peter Pettigrew and Mr. Mortimer delivered addresses. It was evident that the meeting had stimulated interest and confidence in the work of the Association. This department is well represented in the membership of Glasgow Branch. Indeed, Public Assistance Officers generally throughout Scotland strongly support the Association. We hope they will soon be one hundred per cent. strong.

On April 15, Mr. Mortimer attended a meeting in Paisley when he gave a *résumé* of the recent activities of the Association. A discussion arose regarding the small increments in the Scale for Meter Inspectors in the Electricity Department, and Mr. Mortimer agreed to inquire into this and to meet the executive and the members affected the following week. When the second meeting took place on April 11, the executive agreed, after hearing Mr. Mortimer's report, to communicate with the Town Council asking that the increments in the scale referred to be increased to £10 per annum, and that the general scales be revised so as to make four in place of five scales.

To Mr. Muir and his committee are due a pat on the back for the excellence of the arrangements and the splendid entertainment offered at the Glasgow Branch Social Evening on March 21.

The Lord Provost, Sir Alexander Swan, Lady Swan, Bailie Gray, and Councillor and Mrs. Hood, graced the proceedings with their presence.

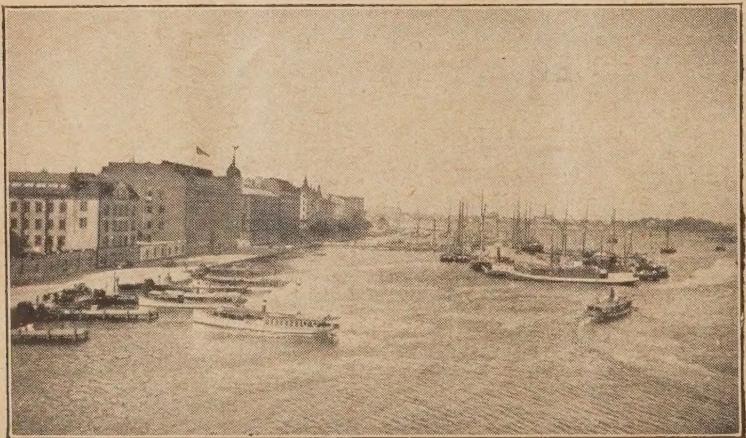
Mr. Archibald made a happy speech in thanking the Lord Provost for his address, and Councillor Crawford in fitting terms proposed a vote of thanks to the artists and the genial chairman, Dr. Macgregor.

THE CENTENARY CRUISE

(Continued from preceding page)

The tramways of the capital are, however, not owned solely by the municipality, but by a joint stock company in which the town has a controlling interest. The police force is under government control, and municipalities contribute towards the costs.

interests of constituent bodies. The Central Bureau is actually older than this, having been established in 1912, and is maintained jointly by the towns in the league, of which there are 38, with six urban districts and four rural centres.



The North Harbour at Helsingfors.

An association to which there is no parallel in this country is the League of Finnish Towns, the Central Bureau of which is situated in Helsingfors. The League was formed in 1917 for the purpose of watching over the common

All in all, Helsingfors (or Helsinki) is a town of great interest and may well provoke enthusiasm in the English visitor for its spacious and pleasant appearance, its cleanliness and, above all, its health.

HAMMERSMITH BALL

A well-devised programme and an element of good-fellowship undoubtedly assisted in drawing to Hammersmith a large crowd on the night of Tuesday, February 26, when the ball and cabaret organised by the Hammersmith Branch in aid of the B. & O. Fund was held at the Palais de Dance. The floor and the band left nothing to be desired. Prizes were given for lucky numbers on ticket counterfoils, programmes, and slips. There was also a cabaret, with exhibition ballroom dancing.

In the interval speeches were made by the Mayor of Hammersmith and Mr. Hill. Holders of winning numbers received their prizes from the Mayoress. Excellent arrangements made for transport, and dancing was maintained until 2 o'clock.

As a result of this ambitious effort the B. & O. Fund has benefited by £120.

COST OF LIVING

Below, we give the average monthly percentage increase over the level of July, 1914, in the Cost of Living Index for the past six months—November, 44; December, 44; January, 43; February, 42; March, 41; April 39. The percentage increases in each of the five groups on which the Index Figure is based are as follows:—

| | Feb. | Mar. | Apr. |
|----------------|------|------|------|
| Food | 24 | 22 | 19 |
| Rent | 56 | 56 | 48 |
| Clothing .. | 90 | 90 | 90 |
| Fuel and Light | 75 | 75 | 80 |
| Other items .. | 70 | 70 | 70 |

A GROUP OF NOVELS

APPOINTMENT IN SAMARRA, by John O'Hara (Faber & Faber, 7s. 6d.).
 DELAY IN THE SUN, by Anthony Thorne (Heinemann, 7s. 6d.).
 MY NEXT BRIDE, by Kay Boyle (Faber & Faber, 7s. 6d.).

THE DARING YOUNG MAN ON THE FLYING TRAPEZE and OTHER STORIES by William Saroyan (Faber and Faber, 7s. 6d.).

All the above novels, except *Delay in the Sun*, are American. *Appointment in Samarra* has been described as the outstanding American novel of the year. It is a novel of a mining city in Pennsylvania—a town in which money is made from the mines, but from which people drive urgently in search of excitement. It is a story of the whole community, top side and underworld, and it revolves round the erratic actions of Julian English, the leader of the Country Club set. Mr. O'Hara possesses the great gift of making all his characters come alive. Most of them are by no means pleasant characters, and the novel is an outspoken one, and definitely not for the squeamish. It is not "nice"; it is real. Its reality and the swiftness with which it moves to its inevitable climax has brought it to the top of the best-seller list in America and should do the same for it in this country.

The only point of similarity between *Appointment in Samarra* and *Delay in the Sun* is that the whole of the action in both books takes place within the very limited period of two days. *Delay in the Sun* is about a group of English tourists who, owing to a 'bus strike, are accidentally stranded together in the quaint little Spanish town of Querinda. The technique of Mr. Thorne's novel reminded me rather of that of Vicki Baum in *Grand Hotel*. We see the reactions of the various types to the lazy, remote life of Spain. I can never quite believe in the young artist John Rodd, but Miss Mason, the private secretary, Sydney Grunbaum, the Jewish commercial traveller and the suburban widow, Mrs. Tassal, are all exceedingly well drawn. So far as I know, *Delay in the Sun* is a first novel. If I am right, this is a book of outstanding promise and I shall certainly watch Mr. A. Thorne.

In *My Next Bride* we are transported to a fresh environment and to a set of characters no less vividly depicted than those in *Delay in the Sun*. The scene is modern Paris. An American girl, with Puritanism in her blood, is trying to earn her living in Paris. The people with whom she is brought into contact include Sorrell, the visionary, and his fantastic art colony, two Russian ladies—Miss Fira and Miss Gruscha—starving and shivering over the remnants of their gentility in a decayed Neuilly lodging house, and the artist Anthony Lister and his lovely elusive wife, Fontana. All these characters bear the unmistakable impression of having been drawn from actual people, and yet they appear so fantastic and remote from actuality as to be almost incredible. But it is the distinction of the style of this book which impressed me most. Miss Boyle is a novelist of remarkable and individual talent.

William Saroyan, the author of the short stories contained in *The Daring Young Man on the Flying Trapeze*, was born of Armenian parentage in California. He wanted to be a pianist and became a teletype operator. He tried to write short stories but found that the magazines did not like his individual way of writing. He kept on writing for about ten years before anyone noticed him, and now suddenly he has been hailed by editors and critics alike almost as a new portent in American literature.

The style in which some of the short stories included in this book are written shows clearly the influence of James Joyce and Gertrude Stein. The stories certainly show originality, and have a wide range. The oddly-named *Aspirin* is a Member of the N.R.A. is a first-rate piece of work. But personally I would not place Mr. Saroyan in the same class as Miss Kay Boyle. The book has been beautifully produced by Messrs. Faber & Faber and I £ it almost worth while to have the book clothely silver "jacket" alone! —C. K. W.



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By JONAS PRAPS

Midland Mining Life

H.E. BATES is a writer to be reckoned with. His pen has some of the power of Hardy and he, too, is in his element when writing of the country, farm, land, or village life. "The Poacher" (Cape, 7s. 6d.) is not ambitious; it is chiefly the story of a man from youth to late middle age. Luke's father is an excellent cobbler with a preferential flair for poaching, and the son follows his lead. The father is shot in a poaching affray, and the son, on a bitterly cold snowy day, finding the dead body of the gamekeeper in a ditch, loses his nerve, fearing he may be accused of the murder, and runs away. He turns farm-hand, marries the farmer's stepdaughter, returns to his old haunts, and cultivates a small holding. His wife and children despise his rough ways, and the book closes with the picture of a desolate man. Not very enthralling you may say, but it is, and therein lies Mr. Bates's power. The secondary characters, too, are humanly portrayed.

It is like turning immediately from the sublime to the ridiculous to name next "The Lodestar," by Edward Wooll (Heinemann, 7s. 6d.), for it is pure farce. Lord Coblyn, when through an accident he succeeds to the title, welcomes it as an opportunity for more fulsome indulgence in his hunting hobby; but his family decide it is time for him to marry and settle down. He is lured into an engagement, and his fiancée insists on a daily letter from him. Not being gifted that way, he uses "The Lover's Vade-mecum" with rather surprising results. The book, if farcical, is clever and useful as a sandwich between two solid works.

Patrick Mee has an easy narrative style. He relates his experiences in the Royal Marine Artillery in "Marine Gunner" (Cape, 7s. 6d.). The early part tells of the peace-time life of the men who are soldiers and sailors, too, but the latter part recounts many of his war experiences in the Gallipoli operations and the Battle of Jutland. The book is not of the sensational type and has a fund of good humour and commonsense.

A Master of Alchemy

Carlyle refers to Count Cagliostro as "by profession healer of diseases, abolisher of wrinkles, friend of the poor and impotent, grand master of the Egyptian Mason-lodge, moralist, and swindler . . . a liar of the first magnitude." Frank King in "Cagliostro: the Last of the Sorcerers" (Jarrold, 18s.) tells the amazing story of this man and his wife Lorenza. The reading of the book leaves one in little doubt as to the truth of Carlyle's evaluation. Cagliostro's touch seemed to have healing power, and it is to his credit that he never charged a fee to poor sufferers. He flourished at the latter end of the eighteenth century, and eventually got into the hands of the Inquisition, ending his days in a horrible dungeon. The book is very entertaining. Commercially, having regard to its format, it may be questioned whether the price asked for it is excessive or not.

Messrs. Geo. Allen and Unwin have reproduced in book form, with additional chapters by well-known men, the eleven broadcast talks

given by unemployed persons. The title of the book is "Time to Spare" (Allen, 5s.), and it is perhaps well that we should be able to read at leisure what unemployed men and women think of the present economic situation in England.

Pioneering in Australia

Brian Penton's "Landtakers" (Cassell, 8s. 6d.) is a fine dramatic story of the early settler days in Australia finishing in the 'sixties. It is a record of crude, almost primitive, living and hard times—of savage deeds and fierce hatred. There is a vivid picture of the loneliness, heart-breaking failures, and homesickness of the pioneers in opening up the vast acres for farming: as well as of gold rushes. Cabell, the chief character, left a comfortable home in England to seek adventure and success in Australia. He typifies the grim determination of the pioneer settler to make good.

There are two very different personal narratives in "A Garret in Chelsea" by Patrick Brand (Bles, 8s. 6d.) and "Our Young Barbarians" by Barbara Silver (Macmillan, 7s. 6d.). The first-named is definitely Bohemian, both in style and contents, describing very graphically the experiences of young free lances in art, literature, and the stage. The other is a series of letters from an Oxford girl graduate to a girl friend.

We regret to record the death of Mr. J. C. D. Hanna, Director of Education for Bacup. He died suddenly in a Manchester nursing home, following an operation. Mr. Hanna was an active member of the local branch of N.A.L.G.O.

SALARIES AND SERVICE CONDITIONS

Superannuation

Following representations by the Association and a deputation consisting of N.A.L.G.O. and the Officials and the National Union of General and Municipal Workers, the Electrical Trade Union and the Building Trades Federation the workmen, the Ebbw Vale Council adopted the Local Government and Other Officers' Superannuation Act, 1922. The appointed day is October 1, 1935; the designations posts are 39 officers and 96 workmen.

An application on behalf of the staff has been made to the Spennymoor Urban District Council for the adoption of the Local Government and Other Officers' Superannuation Act, and also for the adoption of a Salary Grading Scheme.

The Durham Rural District Council adopted the Local Government and Other Officers' Superannuation Act, the appointed day being April 1, 1935.

Staff Appointments

The Divisional Secretary has interviewed the Rating Committee at West Hartlepool on behalf of three members of the temporary staff. An application was made for these members to be placed on the permanent staff of the Corporation. It is understood that the Rating Committee are recommending that the application be approved.

Local Joint Committees

A number of branches in the Yorkshire and North-Eastern districts are directing their attention to the formation of local joint committees, the latest committee to be formed being that in connection with the staff of Wombwell Urban District Council.

The Wallsend Borough Council agreed to the formation of a joint committee some few months ago, and it is pleasing to report that committee is functioning well and to satisfaction of all concerned.

The negotiations with a special sub-committee of the Finance Committee at Gateshead, in connection with a revision of the Salary Grading Scheme, have now been completed and the proposals adopted by the Town Council. One of the principal features of the agreement is the formation of a local joint committee, deal with anomalies, etc., which may arise from time to time. The Council has appointed five members to serve on the committee, a similar number of representatives of the Association will shortly be nominated.

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NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

HEADQUARTERS :
24 ABINGDON STREET,
WESTMINSTER, S.W.1.

ALL HEADQUARTERS COMMUNICATIONS should be addressed to the General Secretary and endorsed with the appropriate subject, e.g., "Legal," "Insurance," "Finance," "Organisation," "Education," or "Special Activities." Telephone: Victoria 8592 (6 lines). Telegrams: Natassoc, Parl, London.

CHELTENHAM CONFERENCE DAILY PROGRAMME

Friday, June 7.

- 10.0 a.m. Annual Golf Competition—Cleeve Hill Golf Course.
- 10.0 a.m. Annual Tennis Tournament—hard courts at Montpellier Gardens.
- 10.0 a.m. Annual Bowls Tournament—Ashburne Bowling Green (flat), Suffolk Square.
- 4.0 p.m. County Branch Representatives' Meeting, Town Hall (Refreshment Room).
- 4.30 p.m. Provident Society Annual General Meeting—Town Hall (Drawing Room).
- 8.30 p.m. Civic Reception by His Worship the Mayor and the Mayoress—Town Hall.

Saturday, June 8.

- 9.30 a.m. Opening of Conference and Civic Welcome—Town Hall.
- 11.30—12.30 a.m. Spa Quartet outside Drawing Room at Town Hall, if fine. (Free to ladies.)
- 12.30 p.m. Conference photograph outside Town Hall.
- 12.50 p.m. Luncheon given by the National Executive Council to the Local Conference Council.
- 2.30 p.m. Conference Session.
- 5.0 p.m. Adjournment of Conference.
- 3.30-6 p.m. Garden Party at Pitville Pump Room and Gardens.
- 6.30 p.m. Tour No. 1—Stanway, Winchcombe and Cleeve Hill.
- 8.0 p.m. Concert Party at the Winter Gardens.
- 8.0-12 Dance at the Town Hall. Whist and Bridge.

Sunday, June 9.

- 9.30 a.m. Assembly, Municipal Offices, Promenade for Divine Service.
- 10.0 a.m. Divine Service—St. Matthew's Church.
- 12.30 p.m. The President to lay wreath on the War Memorial.
- 2.15 p.m. Tour No. 2—Slad Valley, Stroud, Minchinhampton Common, and Painswick.
- 2.15 p.m. Tour No. 3—Seven Springs, Northleach, Bourton-on-the-Water, Stow-on-the-Wold Broadway, Winchcombe, etc.
- 8.0 p.m. Military Band Concert at the Winter Garden.

Monday, June 10.

- 9.30 a.m. Conference Session.
- 12.30 p.m. Adjournment of Conference.
- 2.15 p.m. Tour No. 4—Special Tour for Ladies to the Malvern Hills.
- 2.30 p.m. Conference Session.
- 3.0-6.0 p.m. National Executive Council meeting, Town Hall, at conclusion of Conference proceedings.
- 3.0-6.0 p.m. Alfresco Dance at the Winter Garden.
- 6.45 p.m. Reception of the National Executive Council by His Worship the Mayor and the President of the Cheltenham Branch at the Drawing Room, Town Hall.

7.0 p.m. Dinner given by the Local Conference Council to the President and members of the National Executive Council at the Town Hall.

9.0 p.m.-2.0 a.m. Conference Carnival Ball—Town Hall.

Tuesday, June 11.

- 9.30 a.m. Meeting of Education Correspondents—Town Hall, Pillar Room.
- 10.0 a.m. National and Local Government Officers' Mutual Insurance Association, Ltd. (Logomia), Annual General Meeting—Town Hall, Refreshment Room.
- 11.30 a.m. Building Society Annual General Meeting—Town Hall, Pillar Room.

TOURS.

- 10.0 a.m. Motor Tour No. 5—whole day—Wye Valley, Tintern, Monmouth, Symond's Yat, etc.
- 10.0 a.m. Tour No. 6—whole day—Cirencester, Cotswold Hills, Bibury Roman Villa, Chedworth, Burford, Broadway, Evesham.
- 2.15 p.m. Tour No. 7—Winchcombe, Broadway, Stratford-upon-Avon, Evesham, etc.
- 2.15 p.m. Tour No. 8—Gloucester, Tewkesbury, Winchcombe, Cleeve Hill, etc.
- 8.0 p.m. Concert Party at the Town Hall.

All tours start from the Town Hall.

Conference representatives will find a more detailed daily programme at the commencement of the Booklet descriptive of Cheltenham which has been issued to them.

IMPORTANT

Representatives are particularly requested to assist the local Conference Council to complete its arrangements by filling in and returning the requisition form for tickets for the various events with the least possible delay.

CONFERENCE TRAVELLING

Persons travelling to the annual conference at Cheltenham at Whitsuntide will be able to use the summer tickets which the railway companies are continuing to issue between all principal points on any day, available for return on any day, within one calendar month, at the ordinary single fare and one-third for the double journey (fractions of 3d. reckoned as 3d.). Minimum fares: First class, 4s. Third class, 2s. 6d.

Arrangements will be made through headquarters for the reservation of seats for those who will be travelling from London. A party of eight or more travelling together by the G.W.R. can have accommodation reserved for them free of charge on notification of their requirements to the local stationmaster a few days before travelling. Similar arrangements, no doubt, can be made with other railway companies. For individual passengers the charge for the reservation of one seat is 1s.

CHELTENHAM CONFERENCE

DATES TO REMEMBER

May 2.—Counting of votes for N.E.C. commences in each district.

May 25.—Conference Agenda (containing motions and amendments thereto) and list of representatives to be forwarded to representatives.

May 25.—Branches desiring to divide voting strength at Conference to notify Headquarters of allocation.

June 8.—Whit Saturday. First day of Conference Proceedings.

June 10.—Whit Monday (Bank Holiday). Second day of Conference Proceedings.

SAVE YOUR COPIES OF THE ANNUAL REPORT

It has been decided to issue only an abridged copy of the annual report for circulation to the members after the Conference, instead of the full report, less one of the indices, as has previously been done. Copies of the full report have been sent to representatives appointed to attend Conference, and to each branch secretary a number corresponding to the number of representatives which the branch is entitled to

appoint to the meetings of the District Committees. Only 5,000 copies of the full report have been printed, and these should be carefully preserved for reference.

HEADQUARTERS AND BRANCHES

The following circulars have been issued to branch officers from headquarters:—

MARCH 31, 1935

Circular No. 26/Conf./1935.

(To branch secretaries.)

(a) Enclosing copies of Conference Agendas and Annual Reports equal to the number of representatives of the branch on the district committee.

(b) Containing instructions with regard to the voting in the election of the National Executive Council, 1935-36.

APRIL 2, 1935

Circular No. 27/Conf./1935.

(To members of the National Executive Council, honorary officers of the Association and representatives of district committees, branches and sectional and professional organisations.)

Enclosing copies of Conference Agenda and Annual Report and other papers in connection with the Annual Conference and containing information with regard to the Conference.

APRIL 11, 1935

Circular No. 28/Ed./1935.

(To branch secretaries and education correspondents.)

Calling attention to the fact that a meeting of education correspondents who are present at the Annual Conference will be held at Cheltenham on Tuesday, June 11.

Circular No. 29/Ed./1935.

(To branch secretaries and education correspondents.)

Concerning applications for awards under the Association's scholarships scheme.

Circular No. 30/1935.

(To branch secretaries.)

Concerning circulars issued by newspapers to branches in connection with campaigns which such newspapers may be running.

Circular No. 31/1935.

(To branch secretaries.)

Requesting from branches a statement on the working of the various activities of the Association.

Circular No. 32/Gen./1935.

(To branch secretaries.)

Enclosing register of membership forms for notifying changes in membership between February 1 and April 30.

Circular No. 33/B.S./1935.

(To branch secretaries and building society correspondents.)

(a) Concerning the reduction in the rate of interest on mortgages and requesting introductions of as much mortgage business as possible.

(b) Concerning the cessation of issue of share certificates.

Circular No. 34/BO/1935.

(To branch secretaries.)

Concerning the Benevolent and Orphan Fund Purse Session at the Cheltenham Conference.

Circular No. 35/Gen./1935.

(To branch secretaries.)

Concerning paragraph 143 of the annual report.

Circular No. 37/1935.

(To branch secretaries.)

Concerning:—

(a) New special library facilities.

(b) Available accommodation at the holiday centres.

IMPORTANT DATES

MAY 23, 24, 25.—N.A.L.G.O. Examinations.

MAY 31.—Branches to remit all monies due to the Association to Headquarters.

HOLIDAY GUIDE

Copies of the N.A.L.G.O. Official Holiday Guide are now available and if you have not already done so you should hand your order to the Branch Secretary at once as the supply is limited and the demand is great.

Local Government Service

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Contributions on topical Local Government problems are invited and will receive careful consideration, but the Editor cannot accept responsibility for the safety of manuscripts submitted for his consideration.

Authoritative local news on matters having more than a purely local interest is welcomed.

Legal and other inquiries relating to Local Government will be answered promptly.

All communications should be addressed to THE EDITOR.

YOUTH

"I HAVE ascertained that nothing would give the King and Queen so much pleasure as a National thank-offering devoted to the welfare of the rising generation." Those are the words of H.R.H. the Prince of Wales, and they were spoken when he lodged a National thank-offering fund to commemorate the twenty-fifth anniversary of the King's accession to the throne.

We believe that the call will meet with whole-hearted and widespread response—it is one that should appeal to the best that is in us. Most of us desire to give to our children a better start in life and more confidence than we inherited. We are saying the same thing when we express the desire to leave the local government service better than we found it. It is just those qualities which have actuated the National Executive Council in deciding to ask the Cheltenham Conference to apply the whole of the subscriptions of junior members up to 21 years of age to giving each one a start in the Provident Society.

Some will ask "Can we afford it?"—of course we can; we can afford anything which is a good investment. Sometimes we feel that we are spending money—at other times we feel we are investing; that difference in feeling marks the difference between wise and unwise expenditure. There has never been put before Conference an idea which has greater potentialities for good.

It is the implicit birthright of youth that it should have the best that we can give, just as much as it is our duty to tell youth of the pitfalls and snares of the life which we have experienced, in order that it may know what to avoid. But for fear of being accused of maudlin sentimentality, our bequest to the younger

generation is too often only a knowledge of evil and it is probably this fear, too, which causes "rational" men to write down the value of any new, constructive proposal.

The future local government service is in our hands—we can make it just what we want it to be if we go about it in the right way and with those ideals which are beyond suspicion. The scheme which the National Executive Council is putting before Conference is a step in that way. There will be critics, mainly nervous people who say that we cannot afford it. They, however, will be like the member of the Association who says that he cannot afford to buy his house—he forgets the Nalgo Building Society. And if those critics could but realise that this new scheme is as much the building material of the future Association as bricks and mortar are the building materials of the house purchased through the Building Society, then we are sure that it would strike home with the fervour of a great crusade.

N.A.L.G.O. and you and every member have a responsibility to the rising generation of the local government service. The branches have a great opportunity if they will only grasp it to perform almost miracles by shouldering all the responsibility for the welfare and the future progress of their junior members. For the juniors of to-day are the chief officers of to-morrow. Their ideas must be moulded whilst they are young. There is something more than a mere job in local government, and there are greater rewards to be got than any salary cheque ever presented. We must cultivate a "service consciousness" if we are to get the best results of organisation. Comradeship, loyalty to one another, and the service as a whole, and integrity are worth fostering. These are not empty phrases or catchwords, they are first-class principles which will enhance the prestige of public administration.

WHAT A SMALL BRANCH CAN DO

SUCCESSFUL organisation is not necessarily dependent upon numbers; it depends far more upon a deep interest and a great enthusiasm for the Association. The truth of this is borne out in a report which has recently been received from the Irlam Branch, which has only twenty-four members, but those twenty-four members represent a one hundred per cent. membership.

This small branch has an executive committee of seven members, and this committee takes a keen interest in all the activities of the Association. One man acts as branch secretary and local correspondent for all matters. All communications received from headquarters or from the district committee are submitted to each executive meeting, of which seven

were held during the year 1933-34, and frequently all the members of the branch are circularised on matters of interest and they are thus encouraged in every way to take an active interest in all the general activities of the Association.

More than this, the branch has conferred with the Urban District Council in connection with the "Hadow Report" and an endeavour is being made to set up a joint committee between the council and the branch. The branch has made successful representations to the council for the adoption of a scheme of superannuation under the 1922 Act, and the appointed day was April 1, 1935. The Whitley Council scales of salaries are also in operation, and the council often invite the opinion of the branch on matters concerning the staff, and in fact the relations between the council and the branch are quite good.

All this, it may be maintained, is as far as any branch should go; but Irlam has other ideas, for the members endeavour to make the branch a live force in the district. The clerks to the council and the branch secretary have for some years past been in much demand for giving addresses to local associations, societies, and organisations, and they always take as their topic some aspect of local government, and the branch is now engaged in co-operating with the council in carrying out the local programme of Royal Jubilee celebrations.

Social activities also come within the sphere of this very live branch's organisation, and its annual dance has now become established in Irlam as the real social event of the winter. The first bowls and billiards tournaments between the members of the branch and members of the local council took place during 1934, and so successful were these events that it is hoped that they will be renewed during this year.

More than all this, Irlam can boast not only a one hundred per cent. membership of the Association, but also a one hundred per cent. membership of the Benevolent and Orphan Fund. How many other branches of the Association can boast of this?

THE BUDGET

HEARTY congratulations to those colleagues in other spheres of public administration upon the glad tidings conveyed to them in the Budget. The restoration of the remaining portion of their "cuts" as from July 1 next does not come a moment too soon; it has certainly righted a wrong that ought never to have been imposed. Let us hope that those few local authorities which decided not to give back full salaries until the Government had given a lead will quickly follow suit and that we may soon write "finis" to one of the most quixotic chapters of local government history.

ANNUAL CONFERENCE, 1935

STATEMENT OF AMENDMENTS TO NOTICES OF MOTION AND TO PARAGRAPHS OF THE ANNUAL REPORT

AGENDA ITEM No. 3

Support of the Fund.

N.B.—See paragraph 124 of the Annual Report.

Amendment submitted by the Liverpool Branch

"That in view of the anxiety in regard to the future of the Benevolent and Orphan Fund expressed in paragraph 124 of the Annual Report the Management Committee be instructed to obtain the views of all District Committees and Branches on—
(a) The desirability or otherwise of increasing the powers and duties of Regional Committees.
(b) What manner, if any, can the present organisation be improved, and
(c) What special action, if any, has been taken by Districts and Branches to secure increased support for the Fund, and report thereon to the 1936 Annual Conference."

Amendment of Rules.

Agenda item no. 3 (d) Notice of Motion No. 1 given by the Hampshire County Officers' Branch.

Amendment submitted by the South Wales and Monmouthshire District Committee.

To delete the whole after the word "be" in the second line and substitute the words "at the rate of one penny per week."

Amendment submitted by the West Midland District Committee.

That the minimum annual subscription to the B. & O. be increased to 3s. 6d.

Agenda item no. 3 (d) Notice of Motion No. 4 given by the National Executive Council.

N.B.—See paragraph 128 of the Annual Report.

Amendment No. 1 submitted by the Burnley and District Branch.

To delete (4) "members of the Association," and alter (7) to (6) to read as follows:—

"Past members of the Fund who have left the Local Government Service on account of ill-health or similar circumstances and who are not eligible for membership or retired membership of the Association, but who, at the date of leaving the Local Government Service were members of the Fund, and bona-fide dependents of such past members of the Fund or of the Association."

Amendment No. 2 submitted by the East Ham Branch.

That the words in Paragraph 7 "and who are not eligible for membership or retired membership of the Association but" be deleted.

Amendment No. 3 submitted by the Glamorgan County Officers' Branch.

That paragraphs 4, 5 and 6 be deleted, and that the words "of the Association" be deleted from paragraph 7.

Amendment No. 4 submitted by the Hammersmith Branch.

That objects 4 and 5 of the proposed amended rule be deleted, and that a consequential amendment be made in the provisional paragraph at the end of the amended rule, by the substitution of the figure six for the figure four after the word "classes."

Agenda item No. 3 (d) Notice of Motion No. 5, given by the East Ham Branch.

Amendment submitted by the Derbyshire Branch.

That in future, the Benevolent and Orphan Fund

be relieved of a certain portion of the administrative expenses, the amount to be determined by the National Executive Council.

AGENDA ITEM No. 10

Amendment submitted by the Glamorgan County Officers' Branch.

That in future sufficient copies of the Reports, Financial Statements and Balance Sheets presented by the National Executive Council to Conference be sent to all branches to enable one copy of such Report to be circulated to the members of the Executive Committees of various branches in time for consideration before the Annual Conference.

Gresford Colliery Disaster.

N.B.—See paragraph 9 of the Annual Report.

Amendment No. 1 submitted by the East Midland District Committee.

To substitute for (a) the following:—
(a) To contribute to public charities, voluntary organisations or other suitable bodies.

Amendment No. 2 submitted by the West Midland District Committee.

That the following be added to the present object

(L):—
"and to contribute to public charities, voluntary organisations or other similar bodies."

Note:—The effect of the proposed amendment is as follows; the additions being underlined:—

- (L) To assist necessitous members or their dependents, and the widows and children or other dependents of deceased members in such ways as may be thought desirable, and to contribute to public charities, voluntary organizations or other similar bodies.

Amendment No. 3 submitted by the East Ham Branch.

That all words from "to" to "by" of the first line of the motion to "by" in the fifth line of the motion be deleted, and that the following words be substituted "to make."

Venue of Annual Conference.

N.B.—See paragraph 11 of the Annual Report.

Amendment submitted by the Stoke Newington Branch.

To add:—
"and that the principle of deciding the venue of the next Conference by ballot be applied to the determination of the venue of the Annual Conference 1936, and that the National Executive Council be instructed to arrange for a postal ballot to be taken in accordance with the above amendment to rule 21 (so far as the same may be applicable) and the result announced as soon as possible."

Report of the "Hadow" Committee.

N.B.—See paragraph 13 of the Annual Report.

Amendment submitted by the Metropolitan District Committee.

"That the National Executive Council be instructed to take steps to urge the Government to implement the recommendations of the 'Hadow' Committee."

Holiday Centre on the South Coast.

N.B.—See paragraph 14 of the Annual Report.

Amendment submitted by the Stoke Newington Branch.

- (1) That this Conference is of the opinion that steps should now be taken for the establishment of a third Holiday Centre;
- (2) That the National Executive Council be requested to take such steps to provide a Centre that will be available for use by members during the 1935 Season;
- (3) That in view of the concentration of members in the Metropolitan, Southern and South-Eastern Districts, and of the distance of the existing Holiday Centres from those areas, it is desirable that the Association's third Holiday Centre should be situated on the South-East coast of England.

National Minimum Scales of Salaries and Standard Conditions of Service.

N.B.—See paragraph 23 of the Annual Report.

Amendment submitted by the South Wales and Monmouthshire District Committee.

"That this conference regrets the lack of progress made in the application of the National Minimum Scales of Salaries and Standard Conditions of Service and requests the National Executive Council to consider ways and means whereby the Scales can be brought into operation for all the Local Government Officers concerned."

Complete System of Whitley Councils.

N.B.—See paragraph 44 of the Annual Report.

Amendment No. 1 submitted by the South Wales and Monmouthshire District Committee.

To insert after the word "steps" in line 4, the words "subject to the approval of the District Committee concerned."

Amendment No. 2 submitted by the Glamorgan County Officers' Branch.

"That this Conference is of the opinion that National Scales of Salaries and National Service conditions will not be achieved through the National Whitley Council and therefore instructs the National Executive Council to proceed forthwith to obtain recognition of the Local Government Service on the same basis as that of the Teachers and Police."

Loans for Educational Purposes.

N.B.—See paragraph 83 of the Annual Report.

Amendment submitted by the South Wales and Monmouthshire District Committee.

"That the National Executive Council be asked in the light of their experience of the working of the Loan Scheme for Educational Purposes to give the question of extending the Loan Scheme their consideration and submit a report to the 1936 Conference."

Holiday Centres.

N.B.—See paragraph 107 of the Annual Report.

Amendment No. 1 submitted by the East Midland District Committee.

Delete the word "establish" in line 2 of the

Motion and substitute the following words "consider the question of establishing."

Amendment No. 2 submitted by the West Midland District Committee.

"That it be an instruction to the National Executive Council to consider the establishment in Scotland of a Guest House or Home for convalescent or holiday purposes."

The words underlined are in place of the words "to establish" in line 2 of the Notice of Motion.

Amendment No. 3 submitted by the Newcastle-upon-Tyne Branch.

"That it be an instruction to the National Executive Council to consider the establishment in Scotland:

- (a) A Guest House for Holiday purposes;
- (b) A Home for Convalescent purposes, and it is approved to take such steps as are necessary to implement this resolution."

Benefit Scheme to Encourage Continuous Membership in N.A.L.G.O.

N.B.—See paragraph 143 of the Annual Report.

Amendment No. 1 submitted by the Yorkshire District Committee.

"That this Conference expresses its concern that apparently a scheme has been inaugurated as set out in paragraph 143 of the report of the Nalgo Provident Society whereby over £3000 per annum of the income of the Association has been alienated from the General Fund without the consent of Conference."

Amendment No. 2 submitted by the Glamorgan County Officers' Branch.

"That this Conference deprecates the inauguration of any scheme by the National Executive Council until such scheme has received the approval of Conference and, therefore, refers the scheme relating to continuous membership back in order that it may be placed on the Agenda for the next Annual Conference."

Amendment No. 3 submitted by the Huddersfield Branch.

"(a) That this Conference regrets the absence of a notice of motion by the National Executive Council on the above paragraph in view of the prospective financial commitment on the General Fund of the Association;

- (b) That this Conference is of the opinion that the General Fund of the Association will not permit the amount of expenditure, based in accordance with the estimate shown in paragraph 143 of the Annual Report, to be charged thereto; and requests that the scheme be adjourned sine die."

AGENDA ITEM No. 11.

Compensation for Injury or Death

Amendment submitted by the London County Council Branch.

"That the Motion of the Doncaster Branch be amended by the deletion of the words "outside the scope of the Workmen's Compensation Acts" and the substitution of "and to take such steps as may be necessary for the promotion of new legislation or amendment of existing Acts of Parliament to secure adequate protection for all officers and their dependents" for the words "with a view to the necessary steps being taken to secure protection for such officers and their dependents."

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DISTRICT COMMITTEE MEETINGS

SOUTH WALES

The District Committee met recently at the City Hall, Cardiff, when a presentation of a radio-gram, was made to Mr. T. C. Evans, Glamorgan County Council, on his retirement from the office of hon. secretary of the South Wales Benevolent and Orphan Fund Committee. Mr. Evans has acted as hon. secretary since the committee was formed in 1922. Tributes were paid to Mr. Evans by Mr. Arthur Gould, Clerk to the Rhondda Area Guardians Committee, and Mr. J. Weslake Hill, hon. secretary of the Cardiff Branch. Appreciation was expressed at the efficient manner in which the Association had helped two members who had been slandered by a county councillor, resulting in judgment for each for £300 damages and costs, and an injunction from repeating the slanders had been granted.

The Association continues to make excellent progress in South Wales. Its 1934 membership was 4,146 in 41 branches, representing over 90 per cent, compared with 3,907 in 38 branches in 1933. Following a deputation consisting of representatives of the National Union of General and Municipal Workers, the Electrical Trades Union, and the Building Trades Federation for the Workmen, and the National Association of Local Government Officers for the Officers, when Mr. J. E. N. Davis, N.A.L.G.O., acted as spokesman, the Ebbw Vale Urban District Council have adopted the Local Government and other Officers' Superannuation Act, 1922, for Officers and Workmen. The appointed day is October 1, 1935.

SOUTH-EASTERN

The quarterly meeting of the South-Eastern District Committee was held at headquarters on April 6, with Mr. Arthur Webb in the chair. The committee learned with regret that Mr. J. Moss was prevented from attending by illness and directed the honorary secretary to send a letter of sympathy to him.

The Executive Committee reported its views on the N.E.C.'s proposals for the alteration of the official organ of the Association and the District Committee endorsed the opinion of the Executive that a national journal covering the whole country should continue to be published.

Consideration was given to a circular from the general secretary pointing out several anomalies which had occurred in the award of the B. & O. trophies. A joint meeting of the District Executive and the B. & O. Regional Committees had recommended that the present practice be continued, as any alterations in procedure would create more difficulties than exist at present. This recommendation was approved.

The Executive and the District Committees recorded their appreciation of the very valuable services rendered by Mr. F. Thomas and Miss G. A. Fendrick in carrying out certain work for

the committee during the past few years, and voted an honorarium of £5 £s. to Miss Fendrick.

Mr. A. J. Philip and Mr. Hicks moved, on behalf of the Gravesend Branch, the following motion re superannuation, viz :—

- (a) "In view of the fact that the Government can find ample time for such bills as the Betting Bill, a measure that has the undivided support of no party or interest, the utmost pressure be brought to bear on the Government to find time for the passing of a compulsory Superannuation Bill, an agreed measure of vital importance."
- (b) "As the time for private members bills has been taken away, the Superannuation Bill be taken as a test question for candidates at by-elections and the next general election, and the machinery of N.A.L.G.O. be used to influence the votes of the members of N.A.L.G.O. at these elections."

Mr. Webb, chairman, referred the meeting to the annual report of the Council on this matter, and pointed out that the contribution of new entrants was a matter which had yet to be settled. The N.E.C. had done everything possible, and they must now await the Government's time.

Mr. Taylor (Tunbridge Wells) thought that section of the motion would create difficulties in the minds of officials whose political opinions might differ from those of the candidate in favour of superannuation.

Mr. Philip, replying, said we were suffering from want of activity. He thought it quite possible that we would influence elections in this way, and gave a Gravesend election result as an example. The motion was voted upon, section (a) being carried and section (b) negatived.

Mr. W. A. N. Baker, sports secretary, reported that the table tennis competition had been won by the Hastings Branch.

SOUTH WESTERN

The quarterly meeting of the South Western District Committee was held at the Shire Hall, Gloucester, on February 23. A welcome to Gloucester was given to delegates by Col. Sinnott, President of the Gloucestershire Branch. The business meeting was presided over by Mr. C. J. Newman, Town Clerk of Exeter. Discussions took place in regard to the expenses connected with membership of County Branches, the future of the Local Government Service, and also the award of the B. & O. Trophies. The Divisional Secretary (Mr. F. Thomas) reported that the membership of the District had increased and now stood at 4,161. The need for some action in regard to those Authorities who had not yet adopted the Superannuation Act was urged. At the conclusion of the meeting the delegates were entertained to luncheon by the Gloucestershire County Branch.

The Chairman of the District Committee and Col. E. J. Stead, the National Executive Council representative, referred to the impending retirement of Col. Sinnott, and paid tribute to his long association with N.A.L.G.O.

NORTH WESTERN AND NORTH WALES

The quarterly meeting of the North-Western and North Wales District Committee was held on April 6 at the New County Hall, County Buildings, Preston, under the chairmanship of Mr. J. W. Wilkinson (Deputy Town Clerk of Southport and chairman of the District Committee). The meeting was honoured by the presence of Sir James Travis Clegg, D.L., J.P., chairman of the Lancashire County Council, who, in a speech of welcome to the delegates, said :—

"Speaking from forty years' experience of public administration and local government administration, I may say I cannot speak too highly of the assistance which I have always received from what one may term the permanent officials of this county council. The public administrator relies for support and assistance on the staff to keep him free from mistakes and to correct any mistakes that he may make and to carry out and put in appropriate form the policy he wishes to pursue. I have found amongst the members of the staff perfect willingness and perfect loyalty to the chief or chairman or head of the department.

"I thoroughly agree with the objects of your Association. They are, in the first place, naturally and quite legitimately, protective. In these days it is a foolish man who relies on his own strength. The objects of your Association are, of course, much more extensive than merely protective; they are emulative, they are benevolent, and they are educational. They encourage progress. They assist those who have fallen by the way—a social and moral principle which is deserving of the very highest commendation. The great strength of the Association is that it includes all ranks, from the highest to the lowest."

Responding to Sir James's welcome, Mr. Wilkinson referred to the education side of the Association's work. Some twenty odd years ago, the Association considered that some steps should be taken to provide facilities for the local government officer to improve his position educationally, and also improve his services for the body which he served, and at that time a scheme of examinations was set up. They had developed the Correspondence Institute and the scheme of scholarships and exhibitions had not been surpassed by any other association in this country.

Among others present were Mr. W. H. Whinnerah, vice-chairman of the District Committee; Mr. F. J. Willett, honorary (Continued on page 141, col. 1)

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AT RANDOM: COMMENTARY ON CURRENT TOPICS

By HYPERION

Ancestral Pride

THE following is a story extracted from Bernard Falk's entertaining book, "He Laughed in Fleet Street." It is one of the stories of Mr. Beverley Baxter, the editor of the *Daily Express*:-

"We were having dinner in a select company of dukes, marquises, and belted earls. 'You know, Baxter,' remarked Lord Beaverbrook, 'these people, for all their titles, are not important now. It is the descendants of humble people, such as our two selves, who have the say to-day.' 'Excuse me, Lord Beaverbrook,' was my reply, 'I don't like you describing my ancestry as humble. My grandfather was an alderman.'"

Repartee

On his yacht, *Nemuna*, in Norwegian waters, Gordon Bennett said to the pilot who had just come aboard: "Do you know where all the rocks are?" "No, sir," was the polite reply, "but I know where there ain't any."

The King's Jubilee

An interesting contribution to Jubilee psychology is reported from Bedford. The schoolchildren were asked to express their preference in the matter of celebration, and did so in the following proportions (so far as one school is concerned):-

Free fun fair, 153.

Tea and sports, 27.

Medals or mugs, 26.

Free library for town, 8.

New town hall, 3.

Riverside shelter for old folk, 0.

The Committee, with that dreadful commonsense of committees, has decided on "souvenirs," which is probably French for a mug. It was felt, no doubt, that the occasion was one for a keepsake; and neither tea nor fun is good at keeping. But the last question was really too severe a test of virtue, and should not have been put.—*The Observer*.

An Apt Simile

After a lively debate, Brighton Town Council to-night sanctioned by a large majority a scheme for building a zoological garden by a private syndicate at Withdean.

One of the chief opponents of the scheme, Alderman Charles Kingston, said: "All zoological gardens are relics of barbarism. We in Brighton should set an example to others by being the first town to reject such a scheme."

Other councilors spoke of the suffering said to be endured by wild animals in captivity, and it was alleged that the annual death-rate at the London Zoo was 34 per cent.

Lieut-Col. Casserley said he had proved by experience that the life of wild animals in the jungle was much more terrifying and pitiful than in captivity. "When an animal is injured or wounded in the jungle it receives neither care nor attention," he added. "Instead, the vultures gather round it like councillors around the vacant seat of an alderman."—From a report in the *Daily Telegraph*.

Poems of an Heiress

There is to me something exquisitely ironic in the thought that Princess Alexis Mdivani, the Woolworth heiress, should have her poems privately printed on vellum. And such poems! Miss Maxwell, New York Society hostess, has said of them: "I trembled with joy, they were so exquisite." Here is an extract from one poem:

*I will not grieve tho' we may part,
For you have now become my pearl.*

As Lord Castlerosse has succinctly written: "Poor young lady, she will always be better known as a millionairess."

He Found What He Wanted

"I got whoam, one night," said George, "and the missis had me tea ready but her was sulky and wouldn't speake. I thought: 'All right, missis; I'll mak tha speake.'

"So when I'd finished ma tea I lit me pipe

and made me hands black at the vireplace in doin' it and then started to open the drawer whur her kept the clean things and she zed: 'What 'ee want there, then?'

"I zed: "'Tis all right, missis, I've vound it now."—From *The Countryman*.

Anaesthetic

A friend of mine underwent a minor operation recently and told me that as he was coming out of the anaesthetic, he could not stop talking but was conscious enough to remember what he said. "I know this operation will do me no good," he murmured, "as I still have a frightful buzzing in my head and as for X (the surgeon) he is nothing but a damned charlatan."

This, I thought, was quite a good example of the workings of the sub-conscious mind and of Freud's theory about the conscious mind acting as censor over the thoughts of the sub-conscious.

Intelligence Test

Here is a simple intelligence test which I had put to me the other day:—

A man went out collecting cigarette ends in the streets for seven days. On each day he collected seven cigarette ends. On the eighth day he stayed in bed and put the cigarette ends together. He could make one cigarette out of every seven cigarette ends.

What is the greatest number of cigarettes that he could possibly make on the eighth day?

It sounds simple enough, but you may trip up on it. I did!

(Answer next month.)

Miscellany

The chief reason why a man of ordinary powers makes money is because he thinks about making money most of his time; the reason why men of extraordinary parts do not make money (even though they try) is that they think too much about other things."—E. T. Brown in "Excursions and Enquiries."

* * *

"If, wanting as I do, a nice, quiet life without alarms and excursions, I were given my choice of countries to be born in, I should choose Norway or Denmark, which, disdaining armaments, gaily flaunt their defencelessness before a world which persistently refuses to take advantage of it."—C. E. M. Joad in the *Daily Mirror*.

* * *

"A German Jew called Kolp changed his name in 1914 to Knight. Another old Jew rather resented this and on saying good-night to his friend, said, 'Good Kolp, Mr. Knight,' or 'Good night, Mr. Kolp—I never can remember which.'—From Mr. James Agate's 'Ego.'

"Plus ca change" . . .

"The regulation of the street traffic of the Metropolis, the difficulties of which have been so commented upon, seems likely now to receive an important auxiliary. In the middle of the road, between Bridge Street and Great George Street, Westminster, Messrs. Saxby & Farmer, the well-known railway signalling engineers, have erected a column 20 feet high, with a spacious gas-lamp near the top, the design of which is the application of the semaphore principle to the public streets at points where foot passengers have hitherto depended for their protection on the arm and gesticulations of a policeman—often a very inadequate defence against accident. The lamp will usually present to view a green light, which will serve to foot passengers by way of caution, and at the same time remind drivers of vehicles and equestrians that they ought at this point to slacken their speed. The effect of substituting a red light for the green one and of raising the arms of the semaphore—a simultaneous operation—will be to arrest the traffic on each side. . . . A more difficult crossing place could scarcely be mentioned, and should the anticipations of the

inventor be realised similar structures will no doubt be speedily erected in many other parts of the Metropolis."—*Sunday Times*, November 18, 1932.

Those Forms!

Mention of forms reminds me of a tale told by an officer of the L.C.C. whose work lay in examining the applications for Council houses. Apparently the form of application was, like all official forms, very long and inquisitive, its purpose being to find out whether the applicant fulfilled the numerous conditions necessary for the granting of a house.

One poor man returned his form, blank, with a covering note.

"Our Heavenly Father has promised us an everlasting mansion for keeping 'ten' commandments. I am not going to keep hundreds to live in a Council house."

From "The Universe."

The Liberty of the Subject

"But wot I say is, gimme the libutty of the subject! I don't want to hear no more talk about world causes or the Singapore base, or such-like, all I say is, we live at 'ome in England—that's sense, ain't it?—and wot with wage-cuts on the one 'and and hours regulations on the other 'and and Sales Restrictions Acts on both 'ands—can't buy a packet of fags when you want to, to say nothing of 'aving a drink—what I say is," he repeated, working himself up, "wot's become of the libutty of the subject?" and this time he glared ferociously at all the other occupants and all round the carriage too, as if he strongly suspected them of having hidden it in the hat-rack.

"Orl rite, mate! I ain't got it!" murmured the horny-handed one, towards whom the glare was chiefly directed.

From "Seed of Adam," by Violet Campbell.

The Retort Courteous

Lately Gerald Gould was asked to "do something" about a forthcoming novel. His reply (I quote from memory) was a rebuke in the prettiest and gentlest form—none the less effective because he made himself appear to be the butt:—

"Dear Sir,—My charge for saying that X's new novel places the author at one bound at the forefront of contemporary writers remains, as before, £2. But I must tell you that I have increased to £5 the fee for saying, at the author's choice, either: (a) this novel is vile and pernicious and ought to be banned; or (b) it is redolent of the English countryside and is like a sweet scent of spring."

"Brevier" in the "News Chronicle."

Without Prejudice

Woman (about to attend political meeting): "I'm not prejudiced at all. I'm going with a perfectly open and unbiased mind to listen to what I'm convinced is pure rubbish!"

"Santa Fe Magazine."

Commercial Broadcasting

My "cultural" duties consisted of being around at odd hours. And I mean odd! Like Pippa, I started the day at seven: "This is station WPDQ, with studio in the Quantico Building. We bid you a hearty good morning. Now, by courtesy of Dilrimple's Thaumaturgical Complexion Mud, we bring you the calendar: to-day is Tuesday, November 28. It's cloudy out, folks, but milady will find that regular applications of Dilrimple's Magic Beauty mud before retiring will clear up the cloudiest complexion."

If the day promised to be sunny, I would vary this by saying: "The weather-man promises fine weather, folks, sunny and clear, like the face of the thoughtful woman who used Dilrimple's Miraculous Complexion Clay before she went to bed last night."

From an article on the work of a Radio Announcer in the U.S.A. in "Real America."

DISTRICT COMMITTEES

(Continued from page 139)

secretary; and Mr. J. D. Cannell, honorary treasurer. Mr. G. W. Coster, Mr. T. Freeman, Mr. J. E. Gee, Mr. C. A. W. Roberts, and Mr. J. W. Singleton represented the National Executive Council.

A considerable portion of the time of the meeting was devoted to consideration of the agenda of the annual conference to be held in June at Cheltenham, and discussion arose on the motion of the National Executive Council for the alteration of the rules and constitution of the Benevolent and Orphan Fund and also on the proposals in regard to the official journal of the Association.

At the conclusion of the meeting the delegates, numbering about 180, were entertained to tea by the Lancashire County Branch.

EASTERN

The quarterly meeting of the Eastern District Committee (with Mr. F. C. Haynes, Bedford Borough, presiding) was attended by forty representatives covering twenty-three branches in the district. On the report of the Divisional Secretary, the District Committee were gratified to learn that their scheme for county branch and general district organisation had, with certain amendments, been recommended for adoption as an alternative scheme. It was resolved that in county branches where no scheme of organisation for outlying county staffs is in operation, such branches be recommended to adopt the alternative scheme, to be known as scheme "B."

As an encouragement to the smaller branches to send a representative to the conference the district committee will, following their usual practice, make certain grants on applications received up to the date of their next meeting. A number of grants will also be made to enable suitable applicants to attend the Summer School.

ELECTRICITY LAW AND PRACTICE

"Electricity Law and Practice," by R. H. Studholme, M.A., Solicitor (Pitman, 30s.) is a comprehensive guide to the practical application of the law relating to Electricity, including the 1935 Act. Its lucid exposition of the law and its elaborate documentation should make it the standard work on Electricity Law for many years. The author's experience with electricity undertakers and his engineering knowledge have enabled him to approach his subject from the practical angle with an understanding of the difficulties which often arise. The book performs a task which hitherto has been left to the individual—that of construing and applying as a single Act a series of intricate Statutes relating to Electricity. The passing of the Act of 1935 further complicates legislation, whose elucidation already demands considerable time and effort. Clearly a book which co-ordinates and summarises the whole effect of these Statutes, thus obviating the wearisome cross-reference at present required, will prove invaluable to all concerned.

Mr. Haden Corser, Divisional Secretary for the North-Western and North Wales District of N.A.L.G.O., has been elected as a fellow representative on the National Council of the Institute of Public Administration.

The revision of the Pharmaceutical Society's education policy is advocated by Mrs. Jean K. Irvine, past-president and past-honorary secretary of the National Association of Women Pharmacists, who is seeking election on the Council of the Pharmaceutical Society. Mrs. Irvine contends that the training and education devised by the Council ought to equip the pharmacist with the necessary knowledge and experience required to meet the development and progress shown in medicine and surgery.

COMPULSORY SUPERANNUATION

FACILITIES FOR THE BILL : REQUEST TO THE PRIME MINISTER

The following letter, dated April 4, 1935, has been sent to the Prime Minister on the subject of the Local Government and Other Officers Superannuation Bill:—(The headings are ours)

SIR,—We have been instructed by the following bodies—viz., the Association of Municipal Corporations, the County Councils Association, the Urban District Councils Association, the Rural District Councils Association, the Trades Union Congress General Council, and the National Association of Local Government Officers—to request the Government to give facilities for consideration by Parliament during the present session of a Bill to provide for (*inter alia*) (1) the compulsory extension to all local authorities in the United Kingdom of the principle of superannuation for the persons employed by them, and (2) payment of transfer values to enable such persons to transfer from the service of one local authority to the service of any other local authority without loss of either superannuation rights or the benefit of past service for superannuation purposes.

Agreement on Questions of Principle

During the past nine months a number of meetings of representatives of the above-mentioned bodies have been held at the instance of the Ministry of Health and in consultation with officers of the Department, for the purpose of considering how far it is possible to arrive at a substantial measure of agreement on the subject of a compulsory superannuation Bill for the local government service, and as the result of the discussions which have taken place agreement between the bodies referred to has been reached on all the important questions of principle involved. A draft Bill has been prepared and is substantially in a form in which it could be introduced.

In view of the large measure of agreement which has been reached, it is believed that the Bill in all its stages would not be likely to occupy much Parliamentary time.

We are instructed to call your attention to the chief disadvantages of the existing situation. There are still a very large number of local authorities who employ persons—in many instances working side by side—some of whom have superannuation rights (for example, persons contributing under the Poor Law Officers Superannuation Act, 1896, whose rights under that Act were preserved on transfer to these authorities by the Local Government Act, 1929, or the Rating and Valuation Act, 1925), whilst the remainder have no pension to look forward to on retirement.

Mobility in the Service

Owing to the fact that there are many local authorities who have no superannuation scheme in operation, whilst other authorities have in force a superannuation scheme established under a Local Act instead of the Local Government and Other Officers Superannuation Act, 1922, there is great restriction of movement in the Local Government Service. The Departmental Committee on the superannuation of local government employees in 1928, in their report laid great stress upon the good effect on the efficiency of the service that would follow from the adoption of arrangements favourable to mobility.

As you are doubtless aware, these points have been carefully investigated by three departmental committees; all of whom have recommended the establishment of a compulsory superannuation scheme for persons employed by local authorities, the first being the Norman Committee who issued their report as far back as 1919; the second who reported in 1928; and the Committee on Qualifications, Recruitment, etc., of Local Government Officers, who in 1934 said, "Compulsory superannuation for officers was recommended by the Departmental Com-

mittee on the superannuation of Local Government Officers (1928). In our view this is the welfare of the service, and we hope that the committee's recommendations will be carried out at the earliest opportunity."

Furthermore, the Royal Commission on Local Government in 1929 said:—

"Local authorities will not fail to realise the importance of reasonable prospects of promotion, if they are to attract and retain capable men and women in their service. The other means by which local government officers may seek to improve their position is by transfer from the service of one authority to another. The extension of this practice would result in a higher percentage of officials being men and women of varied experience; and this pooling of experience would, in our view, be of advantage both to the individual and to the authority. We are of opinion, therefore, that the Local Government Service would benefit if the facilities for interchangeability were enlarged. This, however, depends upon the more general adoption of a uniform scheme of superannuation, to which reference was made by the Departmental Committee on the Superannuation of Local Government Employees, who reported in 1928. That is a subject which, for reasons already indicated, we have not investigated, but it is not out of place to point out that since the Departmental Committee reported in favour of compulsory superannuation, the subject has become more urgent owing to the impending transfer under the Local Government Act, 1929, to the Councils of Counties and County Boroughs, of a number of officers who are now subject to the provisions of the Poor Law Officers Superannuation Act, 1896."

Time For a Compulsory Scheme

Compulsory superannuation schemes have for many years been in operation for Civil Servants, teachers, persons employed in asylums, and police; and it is urged that the time has arrived when a similar scheme should without any further delay be established for persons employed by local authorities.

In view of the opinions expressed by the three departmental committees and the Royal Commission referred to above, and the fact that the bodies representative of both the employers' and the employees' sides in local government are agreed on the principles of compulsory superannuation and the provision of transfer values, it is hoped that the Government will give their favourable consideration to this request.

We are, sir, your obedient servants,

HARRY G. PRITCHARD
(Secretary, Association of Municipal Corporations).

S. M. JOHNSON
(Secretary, County Councils Association).

A. J. LEES
(Secretary, Urban District Councils Association).

J. J. MCINTYRE
(Secretary, Rural District Councils Association).

W. M. CITRINE
(General Secretary, Trades Union Congress General Council).

L. C. HILL
(General Secretary, National Association of Local Government Officers).

The preliminary, intermediate, and final examinations of the Corporation of Certified Secretaries, in company secretarial practice, hospital administration and management, and local government administration, will be held in London and the provinces on May 17-18, 1935, and all entries should be lodged not later than the 30th instant.

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- National Association of Local Government Officers.
- University of London (Diploma in Public Administration).
- Institute of Municipal Treasurers and Accountants.
- Incorporated Association of Rating and Valuation Officers.
- Various preliminary examinations (including matriculation).
- Board of Trade (Inspectors of Weights and Measures and Gas Meters).
- Chartered Institute of Secretaries, Incorporated Secretaries Association and Corporation of Certified Secretaries.
- Sanitary Inspectors Joint Examination Board (both for England and Wales and for Scotland).
- Royal Sanitary Institute (Inspectors of Meat and Other Foods, Food Hygiene (A.R.San.I.), and Sanitary Science).
- Institution of Municipal and County Engineers (Testamur).
- Poor Law Examinations Board (England and Wales).
 - (a) Relieving Officers.
 - (b) Institution Officers.
 - (c) Clerical Assistants.
- Poor Law Examinations Board (Scotland).

Full particulars from the

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ANNUITIES FOR WIDOWS

During the past five years there have been passed local Acts of Parliament making provisions for annuities for widows of officers of the following local authorities, namely : Cambridge, Barking, Newport, Salford, Stockport, a Wigan Corporations (all in connection with superannuation schemes made under the Local Government and Other Officers' Superannuation Act, 1922); Cardiff Corporation, Manchester Corporation, and Middlesex County Council (in connection with superannuation schemes established under local Acts).

In the present session of Parliament there have been introduced ten Bills containing similar provisions, namely, those being promoted by the Blackpool, Gloucester, Maidstone, Nottingham, Newcastle, Sunderland, a Weymouth Corporations, the Beccingham Urban District Council, the Fylde Water Board, and the Metropolitan Water Board.

There is also in the Civil Service Superannuation Bill, now before Parliament, provision of the same kind, and Local Government Officers will hope that the infection will spread.

But what has to be realised is this : the many will find it inconvenient, when the time comes for retirement, to elect to suffer substantial deduction from pension as a consideration for the widows' annuity. They would be well advised to provide, without delay, by endowment assurance for a capital sum to be available at the age of retirement, so that the deduction from pension will not be a burden. N.A.L.G.O. will be pleased to quote terms of endowment assurances of an amount likely to suffice to counteract the deduction from pension.

An example may be given. If a married officer expects that his pension at the age of retirement will be £300 a year, and that the deduction necessary to secure an annuity of £100 for his widow will be £45 a year, he might now assure for £500 to £1,000. The smaller sum, invested in an annuity, would restore his income from £255 to £300. The larger sum, if invested in a good security, would restore most of the £45 to be deducted from pension—especially if the policy were "with profits." Rebate of income tax may, of course, be obtained on the premium, and if a man dies before the age for retirement, the widow will have the benefit of the sum which he has assured.

Our colleagues who are in the service of the authorities who have adopted, or are about to adopt, a scheme to provide annuities for widows, would be wise to ask N.A.L.G.O. to quote terms for endowment assurances on the lines.

An Example

An Endowment Assurance to provide £500 With Profits at age 65 years (or at previous death) is obtainable by a first-class life assurance 30 years next birthday at entry, for a monthly instalment of £1 1s. 8d. The following figures show the total premiums payable, income abatement and investment yield :—

| | |
|---|---------------|
| Sum Assured, plus bonus at £ s. maturity if present rate of bonus | £ 500 |
| £2 per cent. be continued .. | 850 |
| Total premiums paid over period of 35 years .. | £455 0 0 |
| Less Income Tax abatement at 2/3 in £ | 51 3 9 403 16 |
| Profit .. | £446 3 |

HOLIDAY CENTRE

Will members please note that Holiday Centres are both fully booked for August, but there is accommodation available during May, June, early July and September. The Holiday Centres remain open until October 5. Book now for Whitsun.

METROPOLITAN MEMBERS COMPETE FOR THE "MUNICIPAL JOURNAL" GOLF TROPHY



A Group of Competitors Snapped at the Pinner Hill Golf Course

THE annual 36-hole competition of the Metropolitan District Golf Section for the *Municipal Journal* Challenge Bowl was held on the course of the Pinner Hill Club, Pinner, on Wednesday, April 10. Fifty competitors, representing thirty branches, took part in the competition. A high wind prevailed most of the day, and this undoubtedly affected the quality of the golf on such a testing course as Pinner Hill (6,542 yards—bogey 75). Dr. J. Young (Teddington) was the winner, with the net score of 83, 77—total 160, and the runner-up was Mr. W. B. Wignall (Mitcham), 82, 1—163. The following were the leading scores:

| Name | Branch | Net Score for 36 Holes |
|--------------------|------------------|------------------------|
| Dr. J. Young .. | Teddington .. | 160 |
| W. B. Wignall .. | Mitcham .. | 163 |
| M. W. Wilson .. | Harrow .. | 165 |
| L. R. Welland .. | Surrey C.C. .. | 166 |
| A. Birch .. | Stepney .. | 168 |
| L. J. Ellis .. | Surrey C.C. .. | 169 |
| H. R. Metcalfe .. | Ruislip .. | 170 |
| H. Clegg .. | Paddington .. | 171 |
| S. F. Lewis .. | Willesden .. | 171 |
| C. F. Whitehead .. | Croydon .. | 172 |
| C. Taylor .. | Friern Barnet .. | 173 |

Mr. S. Lord, when the result had been announced, called for a vote of thanks to

Mr. Nelson in appreciation of the detailed and careful arrangements he had made for the competition. This was carried unanimously. Mr. Nelson, in reply, said that it had given him very much pleasure to make the arrangements for the competition. He added that this was the largest number that had ever taken part in this competition.

The competitors, in addition to Mr. Lord, included Mr. Harold, President of the Metropolitan District; Mr. Lloyd, Honorary Treasurer of the N.A.L.G.O.; the Town Clerks of Hammersmith, Southwark, and Tottenham, and several members of the Metropolitan District Committee.

OFFICIAL AND PERSONAL

MR. G. H. PARKIN, collector of the Hucknall District Council, has been appointed chairman of the East Midland District Committee of N.A.L.G.O. When this statement was made at a meeting of the Hucknall U.D.C., the Council described it as an honour not only for Mr. Parkin, but for the whole Council. Mr. Parkin has been secretary of the local branch of N.A.L.G.O.—Hucknall and Kirkby—since its inception thirteen years ago. Of this body, he has also been a member of the executive committee for some time; last year he served as vice-chairman.

Mr. John Reynolds, chief clerk in the Town Clerk's department, was the guest of honour at dinner given by the Town Clerk of Bath (Mr. J. Basil Ogden) to mark the retirement of Mr. Reynolds from the Local Government service after a period extending just over forty-four years. Mr. Fredk. D. Wardle (ex-Town Clerk of the City) proposed the toast of "Our Guest," remarking that Mr. Reynolds had "taken charge" of four town clerks in his time. The toast was drunk with musical honours. The Town Clerk then made a presentation to Mr. Reynolds in the form of an illuminated address with the photographs of all the members of the staff embodied in the address. In reply, Mr. Reynolds said fifty-four years was a long service and he had much to be thankful for. To Mr. Moss, who was succeeding him as Chief Clerk, he offered his best wishes. Mr. Reynolds then made a presentation to the Town Clerk of a case of pipes. At the conclusion of the evening, Mr. Moss, on behalf of those present, expressed the

thanks of the staff for the kindness of the Town Clerk and Mrs. Ogden.

Officers of the Public Health Department of the Westminster City Council and officials representing other branches of civic administration, gathered at the City Hall on March 30, on the occasion of a presentation to Mr. J. H. Lowe, Vaccination Officer, who is retiring. Dr. A. J. Shinnie (Medical Officer of Health), in making the presentation—which took the form of two upholstered "easy" chairs—said that Mr. Lowe had been a public servant for over forty-five years, having been appointed under the old St. George's Vestry in 1889. He passed through the various departments, until the amalgamation of St. George's, with the other unions, when he became an Officer of the City of Westminster Union. In 1923 he was appointed Vaccination Officer for the City of Westminster, and continued in that capacity until the duties were transferred, under the Local Government Act, 1929, when he became an Officer of the Westminster City Council, from which position he is now retiring.

A tribute to the retiring Baths Superintendent of Beckenham (Mr. H. R. Austin) was paid by the chairman of the Beckenham Urban District Council recently. Mr. Austin went to Beckenham in 1901, a short while before the baths were opened. He had therefore given thirty-four years' service at the baths and the remarkable growth since he took over would be observed when he told them that the attendance in the first year was 60,000, and last year's attendances were 160,000. He was instrumental in forming the Ladies' Swimming

Club and it was by his efforts that the Beckenham Elementary Schools Swimming Association came into being.

The death has taken place of Mr. A. J. Blythe, who retired from the position of headmaster and superintendent of Styall Cottage Homes in September, 1933. Mr. Blythe had formerly held a similar position at Swinton Schools under the Manchester Board of Guardians, to which he went in 1910 from St. Mary, Islington, Guardians' Schools.

RATE COLLECTION LEGISLATION

The South Wales and Monmouthshire Students' Society of the Incorporated Association of Rating and Valuation Officers held its seventh meeting of the 1934-1935 session at the City Hall, Cardiff, on April 6, when a paper dealing with "Compounding Allowances" was read to the society by the chairman, Mr. Edgar Morris (Rating and Valuation Officer, Neath). Mr. Morris suggested that it would be advantageous if Section II of the Rating and Valuation Act, 1925, as amended by the 1928 Act, together with Section 8, were repealed and new legislation enacted to cover these particular aspects of rate collection. He urged that there was far too much latitude allowed to the individual rating authorities under the present system, and supported his contention by an interesting table showing the equivalent in terms of the rate poundage of the allowances made by the various authorities in the administrative county of Glamorgan.

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NEWS FROM THE BRANCHES

THE first annual dinner of the Sutton Coldfield Branch was held at the Town Hall, on March 27. The chairman (Mr. Peter Connon, Borough Treasurer) presided over a large company which included the Mayor and Mayoress (Councillor and Mrs. A. E. Terry), Alderman G. F. Pearson, and other members of the town council, the Town Clerk, Mr. R. A. Reay Nadin and Mrs. Reay Nadin, the Borough Surveyor, Mr. P. Parr and Mrs. Parr. Proposing the toast "The Association," Alderman G. F. Pearson warmly commended the objects of the Association and referred to the active part played by the Town Clerk in its affairs in its early days. Responding, Mr. G. A. Stone said their present success was due to the work of pioneers who faced apathy and disappointment. A large share of the work of those pioneer days was undertaken by Mr. Reay Nadin, who was for many years a member of the National Executive Council and a member of the first superannuation deputation to the Local Government Board.

THE FINEST WORK

The fourth annual dinner of the Nelson and District Branch took place on March 7 at the Lord Nelson Hotel and was attended by nearly 100 members and friends. Chief among the guests were the Mayor and Mayoress (Alderman J. A. Helliwell and Mrs. Marjorie Pearson), Alderman and Mrs. P. J. Quinn, Alderman and Mrs. Winterbottom, Councillor and Mrs. J. H. Warburton, and Mr. Haden Corser (divisional secretary). Mr. T. D. Martin (the electrical engineer,) presided. Alderman Winterbottom proposing the toast of "N.A.L.G.O." said that members who were taking part in the administrative work of local councils were doing some of the finest work it was possible for any man or woman to do.

Boston Branch held a very enjoyable dinner and dance at the Assembly Rooms on March 18. The president (Mr. E. J. Case, Borough Accountant) presided over a large attendance, which included the Mayor and Mayoress and many members of the town council. The admirable arrangements were made by the hon. secretary, Mr. G. E. Adamson.

The annual dinner of the Hemsworth Branch, presided over by Dr. W. Ross Gardner, D.S.O., was held on March 28. The members present were entertained during the evening, and the principal speakers were Dr. W. Ross Gardner, Mr. H. Pickering, Mr. W. W. Armitage (chairman of the Yorkshire District Committee), and Mr. J. B. Swinden (Divisional Secretary).

Mr. A. B. Day and the Divisional Secretary attended a meeting of Ilkeston officers on March 22, when the Town Clerk (Mr. E. I. E. Williams) presided over a representative attendance. On the proposition of Mr. W. I. Watkins (Deputy Town Clerk), it was unanimously resolved to revive the branch, and Mr. Walter Hicks (Deputy Treasurer), accepted office as hon. secretary.

The Divisional Secretary addressed a well-attended meeting of Brierley Hill officers on March 21, when it was decided to form a branch of the Association.

The Divisional Secretary addressed a general meeting of members and officers at Erdington House, on April 1, and it is hoped the meeting will increase interest in the Association. Dr. Hugh Kirkland presided, supported by Mr. E. P. Hill (Master) and Mrs. Hill (Matron). In proposing a vote of thanks to Mr. Davis for his address the Master paid a warm tribute to N.A.L.G.O. and referred to the valuable help it had given to officials of the institution.

This year the annual function of the Mid-Essex Branch took the form of a theatre party to London, and a most enjoyable evening was spent. The president, Mr. Freeman, reminded members that a series of social functions would be arranged for the coming season and he hoped that the interest shown that evening would be sustained.

A dinner under the auspices of the Ipswich

branch of the Association was held at Limmer's Restaurant, Ipswich, recently, Dr. A. W. Gaye presiding over a company of about 120. Supporting the Chairman were the Mayor (Mr. G. A. Mallett), the Deputy Mayor (Alderman R. F. Jackson), the Town Clerk (Mr. A. Moffat), and others.

The President referred to the fact that four years ago, on the occasion of their first dinner, the strength of the Association was 45; to-day their numbers were 145, but, considering the potential membership and the advantages appertaining, even that number was not satisfactory.

The annual dinner of the Bethnal Green Branch was held at the Quadrant Restaurant, Regent Street, London, W.I. Dr. Katherine M. Horton acted as chairman. The guests of the evening were the Mayor and Mayoress, and Mr. and Mrs. T. M. Kershaw. The toast of the Branch was proposed by the Mayor (Councillor H. E. Tate, J.P.), and was responded to by Mr. Leonard A. Taylor. The toast of the visitors was proposed by Mr. Stanley Caudle, and responded to by Mrs. A. E. Vale, wife of the Borough Librarian.

The annual dinner of the Gloucester City Branch was held in the Council Chamber of the Guildhall, Gloucester. Mr. F. H. Corson presided. The following guests attended: The Mayor, the Deputy Mayor, the City High Sheriff, Alderman C. E. Gardner, Councillors J. W. Embling and A. E. Elias, Mr. L. Hill, the General Secretary, and the President and Hon. Secretary of the Cheltenham Branch. Mr. Hill congratulated Mr. C. J. Luker, the Hon. Secretary of the Branch, on entering his twenty-fifth year as hon. secretary, and paid tribute to the pioneer work Mr. Luker had rendered N.A.L.G.O.

The Southall-Norwood Branch extended their good wishes to their President, Mr. Herbert E. Burwell, recently on the occasion of his birthday, the day of his retirement from service as Clerk to the Southall-Norwood Urban District Council, and the occasion of the annual dinner of the branch. The dinner was held at the Park Hotel, Hanwell, and Mr. Burwell, in presiding over a company of 110, was supported by Mr. J. B. Thomson (Engineer and Surveyor), Dr. E. H. R. Smithard (Medical Officer of Health), Mr. A. J. Hanson (Chief Rating Officer), Mr. W. Staley Brookes (the new Clerk and Solicitor), Mr. J. Scott, C.C., Major A. T. White, J.P., Chairman of the Council, and Councillors Mrs. E. Jackson, C. P. Abbott, C. F. Collins, E. B. Hamblin, and F. Webster. Proposing the toast of N.A.L.G.O., Major A. T. White remarked that the local branch was formed in 1929 with about 27 members, and now they had a membership of 64, which equalled 100 per cent.

DEPTFORD TOWN CLERK'S RETIREMENT

There was an excellent attendance at the twenty-eighth annual dinner of the Deptford Council Officers' Association (the Deptford branch of N.A.L.G.O.) held at Chiesman's Restaurant, Lewisham, on March 28. The function was of especial interest in view of the retirement from the Deptford Metropolitan Borough Council's service of Mr. Arthur Purkis, Town Clerk, and President of the Branch. High tribute was accorded to Mr. Purkis by the speakers, and the esteem of the members of the borough staff found expression in the presentation of a gold cigarette case. The toast of the Deptford Council Officers' Association was proposed by the Mayor (Councillor J. E. Pearson) and supported by Dr. A. Wotherspoon, President of N.A.L.G.O., who congratulated the Branch on 100 per cent. membership. Another guest from headquarters was Mr. L. Hill, General Secretary, who voiced N.A.L.G.O.'s tribute to Mr. Purkis.

There was a record gathering of more than 260 members and guests at the annual dinner of

the Willesden Council Staff Association, which took place at the Chiltern Hall, Baker Street Station, London, recently. Among those present were the Mayor (Alderman W. A. Hill, J.P.) and the Mayoress, Mrs. Hill, Mrs. Buchan, Mr. F. Wilkinson, Borough Engineer (vice-president), and Mrs. Wilkinson, Mr. E. A. S. Young (chairman), Mr. J. D. Spark (Electrical Engineer) and Mrs. Spark. In a toast the Mayor said that he was pleased to know the influence the Willesden Association was wielding in national events. He had heard from members of the national executive of N.A.L.G.O., to what extent the influence of Willesden was felt, very largely through its local representative, Mr. Frank Finch.

APPEAL TO SENIORS

The first annual dinner of the Hereford city branch was held at the Green Dragon Hotel. Mr. W. McNeil Shimmin (Borough Surveyor, and president of the branch) presided and was supported by the Mayor of Hereford (Dr. J. V. Shaw), the president of N.A.L.G.O. (Dr. A. Wotherspoon), Mr. C. Savidge (president of the county branch), and Mr. T. B. Feltham (Town Clerk). In an address Dr. Wotherspoon said he had very little sympathy with the senior officer who was not willing to assist his juniors through the Association. The Association's endeavour was to raise the status of all junior entrants to the service. The Town Clerk proposed "Our Guests," and in response the Mayor paid a warm tribute to the efficiency and courtesy of all on the Corporation staff.

The annual dinner and dance of the Newcastle-under-Lyne branch was a most enjoyable function. Dr. Adam White, Medical Officer of Health (president of the branch) presided, supported by the Mayor and Mayoress (Mr. and Mrs. J. Bentley), and the president of N.A.L.G.O. (Dr. A. Wotherspoon), Mr. J. B. Vernon (chairman, Newcastle Rural District Council), Mr. W. T. Hutton (chairman, Cheadle Rural District Council), Alderman A. Moran, Mr. J. Griffith (Town Clerk), Mr. G. S. Lowe (Chief Constable) and Mrs. Lowe, Mr. A. Cotton (Borough Surveyor) and Mrs. Cotton, Mr. A. J. C. De Renzi (Borough Electrical Engineer), Mr. G. F. M. Wimhurst (Newcastle Gas Works manager), and Mr. A. H. Owen (Assistant Town Clerk) and Mrs. Owen.

Alderman Moran proposed the toast of "The N.A.L.G.O. and the Benevolent and Orphan Fund." He said its basis was most democratic—it embraced the youngest entrant into the service and the official at the top, and it was a very fine aspect of its work that it did give every opportunity for those at the top to help the lower grades. In Newcastle they were blessed with a very able and a very loyal set of officials who were proving, in the strenuous days they had gone through, capable of tackling the bigger task amalgamation had brought. Dr. Wotherspoon said that to mark the hundredth anniversary of the Municipal Corporations Act, their Association hoped, along with the local authorities, to show the public something of what they really were getting for the money they paid out in rates.

The toast of "The Visitors" was proposed by Mr. A. H. Martin (chairman of the branch), and the Mayor responding said the development and improvement of the borough was to a large extent in the hands of the officials. With regard to Whitleyism, he knew no finer method of dealing with the staff than through the Whitley Committee.

CENTENARY REFLECTIONS AT SMETHWICK

Some interesting reflections on the centenary of local government were made by speakers at the annual social function of the Smethwick Branch. Mr. W. Cecil Shelton (president),

(Continued on page 146)

NEWS FROM THE BRANCHES

(Continued from page 145)

speaking of the severe control exercised by the Government over Board of Guardians, recalled that when he entered the poor-law service as a junior clerk, at a wage of 6s. per week, his appointment and salary were reported to, and duly approved by, the Local Government Board. The Mayor of Smethwick said that the demands which had been made upon public representatives over the 100 years of change had been met with confidence and courage; but it was a fact that the spirit of that compliance was largely due to the fostering by N.A.L.G.O. of the science of local government. The President of the Association (Dr. A. Wotherspoon) attended the dinner and proposed the toast of "The Smethwick Branch."

The Mayor and Mayoress of Doncaster (Councillor and Mrs. H. H. Bone) entertained a party of about 500 officers and their friends to a dance in the St. James Street Baths Hall, when the opportunity was taken for the President of the Branch (Mr. George Gledhill) to present to the Mayoress a cheque for £5 (half-proceeds on the Mansion House dance on New Year's Eve), in aid of her Royal Infirmary Chain effort, the other half being devoted to the B. & O. Fund. The Chairman of the Branch (Mr. W. H. Price) voiced the thanks of the officers to the Mayor and Mayoress for their hospitality.

EMPLOYMENT CONDITIONS

Lack of uniformity between areas in regard to the conditions of employment is deplored in a report circulated to members of the Border Branch of N.A.L.G.O., whose spring general meeting was held at Newtown St. Boswells. Discussion took place on the subject of the establishment of a scheme for the provision of treatment in the case of surgical operation or serious illness. The meeting was presided over by Mr. R. Wood (Director of Education for Berwickshire) and a report on the membership, which showed an increase, was submitted by Mr. W. Donaldson (honorary secretary).

The seventh annual dinner of the Salop County Branch was held at Shrewsbury on March 27 when, in the absence of the President, Dr. T. R. Elliott (Chairman of the Executive Committee) presided. There was a very representative company of the staff, including Mr. W. L. Edge (Clerk of the Council), Dr. W. Taylor (County M.O.), Mr. P. J. Crawley (County Accountant), Mr. W. H. Butler (County Surveyor), and others. The guests included the President of the Association (Dr. A. Wotherspoon), Alderman T. Ward Green (Chairman of the County Council), chairmen of committees, and members.

Proposing the toast of "The Association," Mr. T. C. Ward said he fully recognised the desirability of having a joint committee representing the members of the council and the staff, and he considered the recent work of the Council's Adjustment Board as to the salaries and conditions of service would stand the test for many years to come. Dr. Wotherspoon, in reply, emphasised the importance of resisting any attempts to attach the Association to any particular party organisation.

"THE WRONG FLAT"

An enjoyable social evening was held by the Hastings Branch on March 29, when there was a whist drive, games, and dancing. An important feature of the evening was the presentation of a sketch entitled *The Wrong Flat* by the Nalgo Players. A musical interlude was arranged by members of the Town Clerk's department and Borough Engineer's department.

Members of the Tottenham Branch enjoyed a very pleasant evening on the occasion of their annual dinner held on March 29. The President (R. Leaman, F.R.V.O.) was in the chair, and among those present were the Mayor (Alderman W. R. Jackson) and the Deputy Mayor (Alderman A. E. Jay). A

dance and cabaret show was held during the evening.

A successful effort to raise funds on behalf of the Benevolent and Orphan Fund was made on March 9, when a whist drive was held at Monyhull Hall Colony, Birmingham. Members of the City of Birmingham Branch and friends attended. The sum of £15 16s. 9d. was realised.

At a carnival dance held at the Masonic Hall, Chingford, there was a company of 225 including the Mayor, the Mayoress, other members of the Council, and Mr. F. G. Garner (president of the branch). The M.C. was Mr. Percival W. Bond (social honorary secretary of the branch).

NALGO MEMBER'S BOOK

In "Blake, General-At-Sea" (The Wessex Press, Taunton) Mr. C. D. Curtis has told his story of a figure, second only to Nelson in our naval history, as far as possible from original documents, and comment has been kept in as small a compass as possible. Original research has been carried out, and, in addition, much new material has come to light with the activities of the Society for Nautical Research and the Navy Records Society. In bringing this matter together into one volume, the work should stimulate interest in one of the greatest characters in our history and also be of service to the student of the period. Earl Jellicoe has admirably summarised the value of this book in his foreword: "And so I command to the reader this book. It is a story painstakingly written on one of our country's heroes and of one who, possibly owing to his singleness of purpose, has not been accorded that prominent place in history which is rightly his. May this biography be the means of arousing interest . . . in the career of one who rendered to his country such conspicuous and faithful service." The author, who is Deputy Clerk to the County of Somerset Insurance Committee, has been a member of N.A.L.G.O. for many years.

CONGRESS OF FRENCH CIVIL SERVANTS

The French General Federation of Civil Servants' Unions held its annual congress recently in Paris. Among the resolutions adopted was one defining the attitude of the trade union movement towards the problems of the day and another recommending the formation of a united trade union front. In the former resolution it was urged that the depression could only be conquered by the introduction of a complete system of planned economy. The second resolution called for the reunion of the public servants' organisations.

(Continued from col. 3)

as a call designed to convey arbitrary or artificial meaning) is not subject to penalty under law 23—this being the new law which deals with exposure during the auction. This means that conventions are now officially recognised by the International code, but it should be borne in mind that players should always be willing to reply fully to a proper enquiry by an opponent as to the meaning and use of any conventions or unusual call, and such an enquiry can be made at any time during the auction.

The new regulations confirm that the American point of view has prevailed, but the reduction in the slam bonuses (which were made, presumably, at the instigation of the Portland Club) should afford a real check to the recent tendencies to invent artificial conventions of an extravagant kind which do not appeal to the majority of English players.

BRIDGE FORUM

By NEVILLE HOBSON

NEW LAWS OF CONTRACT BRIDGE

ON March 31 last there came into operation a new set of laws for Contract Bridge. These are International in scope, having been settled jointly by the Portland Club of London, the Whist Club of New York, and the Commission Francaise du Bridge.

An event of this nature calls for immediate comment, and I propose in this and the next article to summarise the main changes which have been made, but all Contract players should obtain a copy of the new laws which are published by De la Rue at 1s. Any bookseller will supply.

Scoring

Three changes are made in the system of scoring—apart from the reduction of the grand slam bonus, which will be dealt with later.

(1) 40 points are awarded for the first odd trick at No Trumps, and 30 for each subsequent trick bid and won.

(2) Undertricks vulnerable, undoubtedly, will count 100 each.

(3) Undertricks doubled will count, invulnerable, 100 for the first and 200 for each subsequent one; vulnerable, 200 for the first and 300 for each one afterwards.

As regards the change in the No Trump count, this will sometimes affect the play, as hitherto one trick in No Trumps, counting 30 only, has resulted in game not being scored after three successive One No Trumps have been made. Moreover, a part score of 40 below the line puts a side in a much better position than with a score of 30 only, as two tricks in a major suit will now produce game.

The changes in the undertrick penalties will reduce the advantage which the losers of the first game of a rubber have previously had in the second game. The penalties for undoubled undertricks, when invulnerable, remain the same, but those for undertricks, when vulnerable, have been substantially reduced.

These changes should have a definite effect upon the bidding, whenever a side is willing to overbid and incur penalties in exchange for saving a game or rubber.

Slam Bonuses

The small slam bonus remains as at present, namely, 500 not vulnerable, 750 vulnerable. The Grand Slam bonus has been reduced from 2,250 vulnerable to 1,500, and 1,500 invulnerable to 1,000, and these alterations will have an important influence on "sacrifice" bidding or in declaring slams.

Under the new laws, a partnership which is sure of a small slam will risk losing more than they are likely to gain by bidding a grand slam, and they are not likely to bid the latter unless they see definitely more than an even chance of making it.

The new count will reduce the attractiveness of a Grand Slam bid to any but the extravagant player who does not assess the cost, and the advantage of this brake on grand slam bidding should be a reduction in the number of elaborate conventions which have done more than anything else to jeopardise the attractiveness and appeal of contract.

I must defer consideration of the penalties and other laws until next month, but a few observations are desirable in regard to conventions.

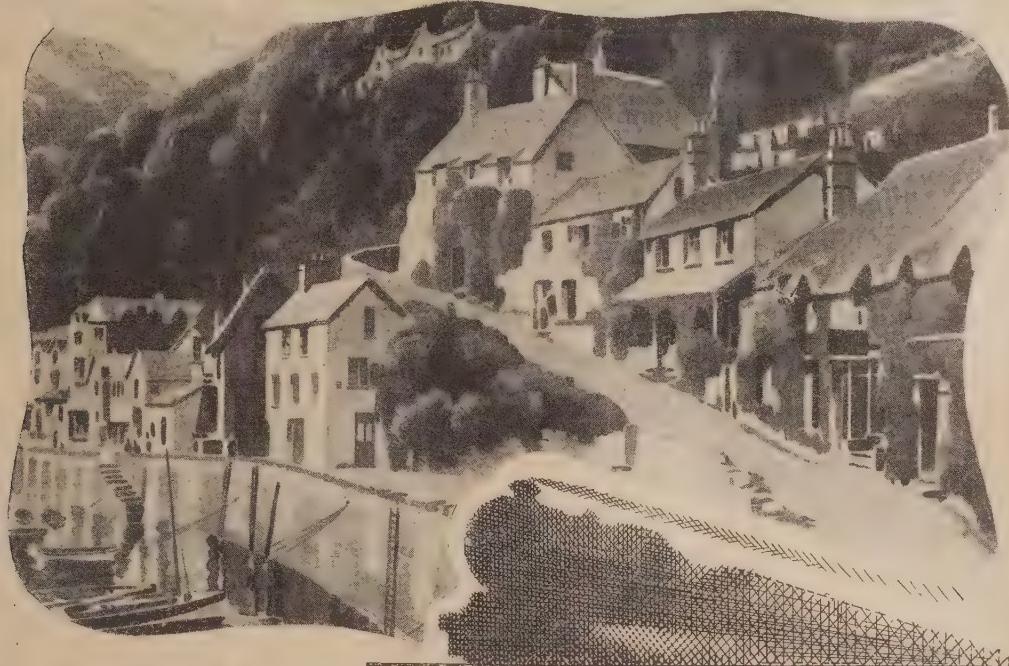
Conventions

In view of the dispute last year between the Portland Club and the Whist Club of New York as to the propriety of card-naming conventions, it is interesting to note that no direct reference to these is made in the new laws.

Under the heading of "proprieties," however, it is stated that a "convention" (defined

(Continued at foot of col. 2)

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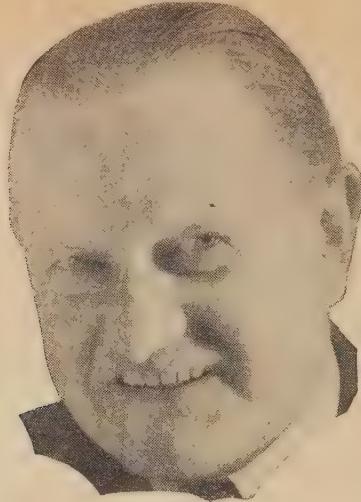
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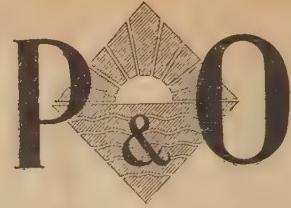
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By WALTER P. WRIGHT

Author of "Roses and Rose Gardens," "Alpine Flowers and Rock Gardens,"
"The Wright Encyclopaedia of Gardening," etc.

WE had the peck of March dust and we had the April showers. Are we satisfied? Fairly well, I think. We could have done with less of the dust, for the month in which spring opened was too dry for our liking and we should have preferred the April showers to have rather less sleet and hail in them. However, the ground got nicely moist to a good depth well before Easter and thus could be brought into satisfactory sowing and planting condition in time for our main purposes. This being the case, I daresay I may safely assume that by the time these lines appear most of us are well up with the new season's work, annuals having been sown, perennials and shrubs planted, Roses planted and pruned, Dahlias started and propagated, tuberous Begonias started, Gladioli planted, lawns turfed or sown according to circumstances, fruit trees pruned, and so on. Even so, there may be some who have lagged, rather out of necessity than out of choice, and except for planting and turf-laying the various jobs can still be done.

Late sowings of annuals often turn out well, as do late plantings of herbaceous stuff and evergreens. And while the sower is at work with the annuals he may as well include some of the biennials, such as ordinary and Siberian (*Cheiranthus Allionii*) Wallflowers. These have not been too good this year. Ordinary Wallflowers have been dingy and Siberians backward. Various causes have been suggested for the poorness of stock Wallflowers, including the February snows; but in some cases at all events I believe club-root fungus has been at work, and I advise all growers who have been worried by dying-off and general decrepitude to choose a fresh sowing-bed and to give it a thorough dressing of lime before putting the seed in. The planting sites might also be well limed when planting time arrives. I do not worry much if Siberian Wallflowers lag, because they like to pretend that they never mean to behave themselves and are apt to keep this up for months on end, only to repent at the last moment and start off with a rush after the April rains. A curious habit, isn't it, but haven't some of us noticed it in human beings, too?

Mention of evergreens reminds me that a Liverpool resident has had cause to write owing to the failure of Aucubas to produce berries and suggests a few remarks on the subject on this page, because other readers may have similar trouble. It is not uncommon for Aucubas, and also other berrying shrubs, to remain barren in large towns, especially towns in which the atmosphere has become charged to a greater or lesser degree with the fumes of chemicals. I am not out to say a word against Lancashire (I know what I should get if I did), but this great and good county, so richly endowed with a population of high culture and intelligence, does contain a few chemical works.

Can anything be done to induce shy evergreens, including Aucubas, to fruit under unfavourable conditions? One must assume in the first place that every sufferer has followed the example of my correspondent and in the case of dioecious shrubs has taken care to plant both male and female Aucubas. All may not, however, have tried pollination, which sometimes has the desired effect and sometimes does not, according to the atmospheric conditions. It is not difficult to identify the different types of flower, assuming both to be present. The male has four stamens and four nearly lance-shaped petals. The female flower has no ovary, but has a cylindrical four-toothed calyx tube. Pollination must be pursued when the pollen on the stamens of the male flowers is powdery. A camel-hair brush is suitable for removing and transferring it.

My correspondent tells me that the Aucuba is commonly called Laurel about Liverpool and asks if that is the proper popular name. No, indeed it is not. Both the Common or Cherry Laurel and the Portugal Laurel are species of *Prunus*.

With frames and greenhouse shelves becoming congested, as they are likely to do at this time of year, and with bulb-beds losing their beauty, there is a natural desire to put out summer bedders as soon as ever it can be done, displacing the bulbs in order to make room for them. Bulbs do not mind being ejected provided they are found a moist corner where they can be laid into the soil, even if the leaves are still green; indeed, one of my nicest bowls of Hyacinths this spring was made up of last

year's bulbs unearthed from a retired spot where they had spent the summer. But one must proceed cautiously in respect to putting out summer bedders. The early part of May is emphatically too early for such things as Zinnias, Dahlias, Zonal Geraniums, and Begonias, except in mild districts; but it is not too early for Stocks, Nemesias, and Antirrhinums—to name three very popular kinds—in most cases. Then there are the Calendulas, so popular nowadays. Lobelias and Alyssums, which I have commended as suitable for edgings when planted alternately a foot or more apart, may also be put in fairly early in May except in exposed places. These hints may assist amateurs who have crowded frames, but they will, of course, use judgment according to locality and degree of exposure.

With respect to rockeries, May planting is rendered reasonably safe by the custom of nurserymen of keeping stocks of plants in small pots, and with care in watering after planting failure is unusual. I expect to hear of a considerable planting of tuberous Begonias this year, for despite the dry summer of 1934 there were many outstanding successes. I urge amateurs who have convenience to pot as many plants as possible. They need not use large pots provided they use a large proportion of leafmould in the compost. It is wonderful what these Begonias will endure when once their roots have got thoroughly embedded in a mass of leafmould—endure, I mean, in lateness of planting, not in dryness which they will not tolerate.

Like bulbs, Polyanthus and Primroses will submit cheerfully to transplantation after flowering if they are given a cool, moist place for the summer; true they will lose bulk and look rather dingy before autumn, but they will recover. The plants should not be allowed to get really old and crowded before being divided, do it after every second or third year.

Remember the staking of tall perennials.

Remember, too, that if the Water-lilies are crowded they may be divided this month if dealt with early.

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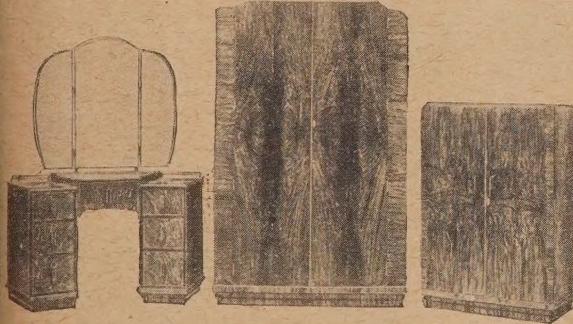
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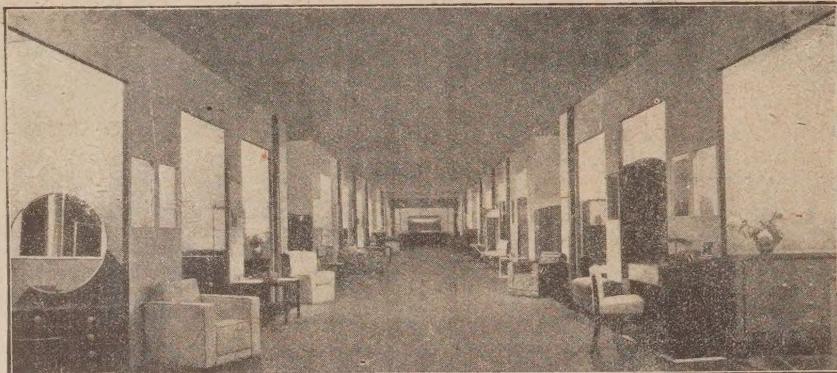
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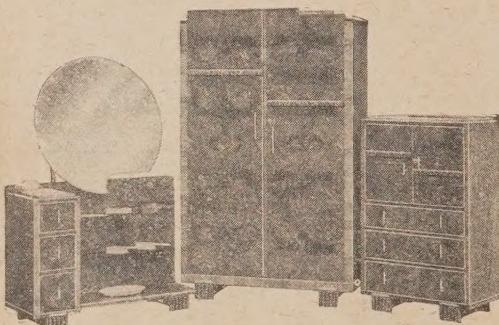
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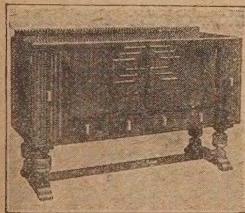
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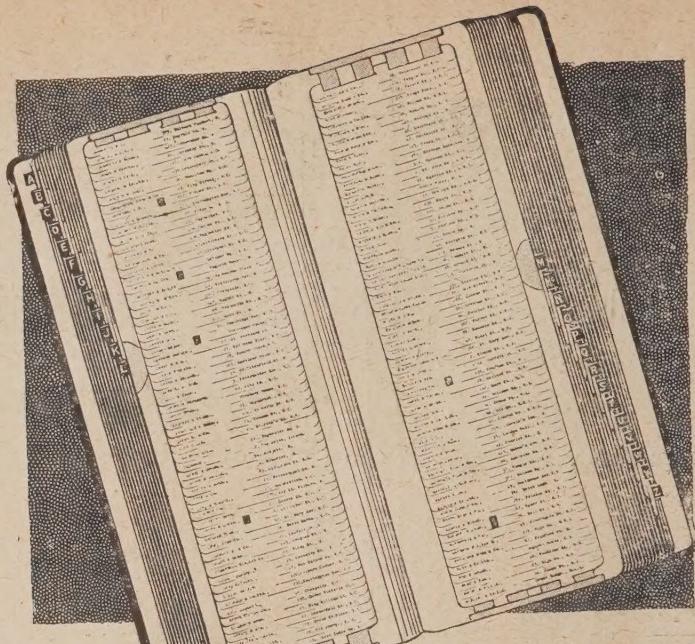
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